REPORTS, RESOLUTIONS CONSTITUTIONAL CHANGES

MASSACHUSETTS / AFL-CIO
THIRTY-FOURTH
CONSTITUTIONAL CONVENTION
October 1, 2, 3 and 4, 1991

PARK PLAZA HOTEL

BOSTON, MASSACHUSETTS

Special Report

PUBLIC SECTOR LABOR UNDER ATTACK

The Massachusetts AFL-CIO Public Employee Department representing state, county, court and municipal workers, has been the strongest and most effective voice opposing the Weld Administration's attack on working people.

Since January 1991, the Administration has launched an aggressive and mean-spirited campaign against public sector workers. The Governor and the Legislature attempted to balance the FY '91 budget on the backs of state employee families. Employee furloughs, refusal to fund state worker contracts, health care cost-shifting, layoffs, closing of state facilities, privatization of services and repeal of pro-worker laws have highlighted the Weld agenda.

The Massachusetts AFL-CIO Public Employee Department has led a public sector coalition that has been effective in blunting many of the Weld initiatives. Through the public unions lobby, the legislature overrode a veto of the state employees health care fund, protecting the 90-10% cost formula. The Governor had proposed cost-shifting to 75-25% that would have cost the average worker an additional $1,000 a year. Moves to repeal pro-worker laws like Cancer presumption for firefighters, Blue Laws for retail workers and attacks on prevailing wage were turned back.

A FY '91 Budget surplus of $215 million was reported, including $58 million to be set aside in a "rainy day" fund. That amount is close to the pay lost by furloughed workers. It is nothing more that a "tax" on public sector families used to satisfy a political agenda.

The PED will also be a leader in the 1992 Ballot Initiative to bring a fair tax structure to Massachusetts.

A ballot question would bring a Graduated Income Tax (GIT), that would insure working families a fair tax system in the Commonwealth by 1994, is a priority issue for Labor.

Public Sector working families will remain a target of this Administration. "Privatization", health care cost shifting, mental health and public health facility closings, gutting laws that protect construction workers wages on public project will continue to be issues for the next three (3) years.

The PED stands ready to work hard and win these battles.

Respectfully submitted,

JOSEPH M. LYDON, Executive Vice President
Public Employee Department

REPORTS

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PRESIDENT'S REPORT

The year which has passed since our last convention has been one of change, both within Organized Labor and the Commonwealth of Massachusetts. The Union Movement has experienced the peaks and valleys of an emotional year that will shape Labor's agenda for the next decade.

The decision of President Emeritus Arthur Osborn to step down after 11 years last January was a bittersweet moment for the officers, staff and affiliates of the Massachusetts AFL-CIO. Arthur has been a leader without peer for over a decade. His stewardship was characterized by energy, commitment, compassion and integrity. While missing his presence, we all wish him a well deserved rest as well as all the best in the future.

I was honored to be elected as President of the Council in a year that has seen Labor challenged in every sector and on every issue. John Phinney (Exec. V.P.-Industrial), President of UFCW 1445 addition to the leadership team of Secretary-Treasurer Robert Haynes (Ironworkers), Exec. V.P. Jim Farmer (Glaziers) and Exec. V.P. Joseph Lydon (AFSCME) will assist us in continuing the strong work of the Council.

On Election night, November 6, 1990, Labor achieved a significant victory, the defeat of Barbara Anderson, the High Tech Council and Question #3. That campaign, built on the strong foundation of Question #2 and the community/TEAM Coalition, we had hoped signaled the end of the anti-service, anti-worker attitudes.

The AFL-CIO endorsed campaigns of John Silber, Marjorie Claprood, Bill Galvin and several pro-worker State Senators and Representatives were unsuccessful. The early celebration of the defeat of Question #3 were tempered quickly by these losses. The result of that election are an anti-public sector, anti-prevailing wage and pro-unemployment benefits cuts administration of Weld/Cellucci/Tocco.

However, Organized Labor is not standing by and allowing any Administration or big business to undo the protections that have taken working people 100 years to achieve.

In mid January, the annual State of the Union Conference brought statewide labor leaders together to begin planning a strategy. The Public Employee Department, under Exec. V.P. Joe Lydon has worked together with non-affiliated public sector unions to achieve a coordinated campaign around furloughs, health care cost-shifting, layoffs and closings. Privatization remains the real goal of the Weld Administration and the Massachusetts AFL-CIO is solid in our opposition to that ill-conceived proposal.

In April, over 20,000 union members, their families and friends joined in a march on Beacon Hill to oppose the Weld Administration's budget priorities. "Stops the Cuts, Defend the 'Common' Wealth" was the rally's theme. Labor was joined by the education, environmental and grassroots community groups in what the newspaper described as the largest protest of its kind in a decade.

The Gompers-Murray-Meany Educational Institute highlights included OPEIU National President John Kelly and local awardees Phil Kerr and Sandra Felder. A full schedule of workshops and panels kept GMM delegates busy.

The Massachusetts AFL-CIO continues to monitor and fight for a wide range of issues, Workers Compensation Reform, H1691 to balance the UI Trust Fund and protect benefits, prevailing wage protection, fair trade not free trade and most importantly, jobs.

To that end, the Massachusetts AFL-CIO is one of the co-sponsors of the "Invest in Massachusetts" conference scheduled for October 30 - November 1 in Boston. The conference will explore Economically Targeted Investments (ETI) of pension funds to create jobs, stimulate the economy and provide new tax revenue.

I would like to close on a positive note. The election of State Senator John Olver to the U.S. Congress in the 1st Congressional District as well as State Representative Stanley Rosenberg's primary victory in his campaign for State Senate were real, grassroots victories for Labor. We must concentrate on several other special elections if our voice is to be heard in the State House.

As with every challenge Labor faces, it is the local leadership and the rank and file members that will determine our success. Union Presidents, Business Managers, Business Representatives are the front line leaders of our movement. The membership is the army that must be active if Unions are to protect our quality of life.

I want to acknowledge and thank the union leadership statewide from the smallest local to the largest district. You really made a difference. The Central Labor Councils and their officers continue to be effective local voices on Labor's issues. The Massachusetts AFL-CIO Committees and their Chairpersons work hard and without recognition to make our state federation successful Lastly, the staff of the Massachusetts AFL-CIO, thank you for your energy, commitment, ideas and sense of humor.

Best wishes for a successful convention.

Respectfully submitted on behalf of the Executive Officers and

In solidarity,

JOSEPH C. FAHERTY
President

SECRETARY-TREASURER'S REPORT

Brothers and Sisters, reality has visited our doorstep. However, rumors of our demise have been greatly overstated. Solidarity Day II in Washington, D.C. on August 31, 1991 has energized our movement and provided us with a clear focus for our issues.

Three important items have grabbed the headlines if you will on the National and Local scene. First, House 5, S.55 the Strike- breaker replacement bill is a watershed issue for the labor movement. Restoring the balance is the theme for banning scabs from strike sites. The original intent of the National Labor Relations Act was subverted by Ronald Reagan and now Corporate America has taken advantage by using Scabs to break unions and deny workers their basic rights. We must fight back and we will fight back.

We owe a debt of gratitude to the entire Massachusetts delegation because all of our Congressman voted for HR55 and both our U.S. Senators have sponsored S5. Now that the U.S. House has passed the bill our next challenge is to amass 60 votes in the Senate to prevent cloture. Once we avoid the filibuster planned by the anti-union, anti-workers, anti-American forces in the Senate, the real struggle and debate will commence. The debate will reveal our true friends in Congress and the final disposition will allow our members to judge for themselves who deserves the support of the working men and women of our country.

Universal Health Care is still very much in the minds of every working person in the country. No where is the critical debate about funding more pronounced than here in Massachusetts. Governor Weld's attack on the public sector by attempting to mandate a cost shifting to 75 - 25% is unconscionable and illegal. We will not stand for attacks on our collective bargaining process and a diminishment of our rights to health care for our families. The VOTES taken and recorded will be closely watched by the leadership and membership of the Massachusetts AFL/CIO. Any digression from our stated positions will be dealt with directly.

Following along the same line, Unemployment Insurance has been thrust into the forefront by the collapse of the system here in Massachusetts. As well, President Bush's callous disregard for workers as evidenced by his refusal to sign emergency language to extend benefits to those workers who have been unfairly impacted by this recession has helped draw the battle lines.

On the State level the Massachusetts AFL/CIO and its' affiliates have worked tirelessly to reform the unemployment system only to watch in horror as Governor Wealthy introduced a so called reform bill that tightened eligibility, slashed benefits and didn't contain the fiscal formula to put the system back into solvency.

Again, our backs are stiffened, our will is firm, our warning follows, we will not allow legislators to retreat from our Bill, H 1691. The benefits of our members are sacrosanct. Dignity and justice must prevail on this fundamental, bread and butter working class issue.

Brother Faherty and I will call upon each and every member to assist us in evaluating the performance of the legislature. We must make it clear that we will not allow abandonment of the basic rights of working people. We must make it clear that the past is over and the future is what counts. A new book is open, legislators have the opportunity to support Labor and in turn enjoy our support or to oppose Labor and incur our collective wrath.

In the 1988 Question 2 prevailing wage campaign and the 1990 Question 3 tax rollback campaign, a united and determined Labor Movement in coalition with other groups committed to social and economic justice won the day.

We need to take this same successful approach and apply it to campaigns for election to the General Court. Candidates regardless of party who are committed to workers rights must be sought out to oppose entrenched anti-worker incumbents. Labor's financial, political and moral might should be earmarked for select candidates who will make advocacy for working people their primary objective as a legislator.

Currently our COPE Committee is on a roll in Western Massachusetts. The election of Labor's friend John Olver to United States Congress followed by our endorsed candidate Stan Rosenberg's victory in the primary to succeed Olver were great wins for working families. More involvement in primaries is sure to follow in the upcoming special elections and the 1992 elections for the General Court.

Only by immersing ourselves in elections to the General Court and helping candidates who will articulate our agenda can we create the requisite courage in the Legislature to oppose the Weld/ Cellucci onslaught.

Finally, a matter of concern to all of us is the financial condition of the Council. The Executive Officers will present for the Executive Board's recommendation a budget to carry us through 1995. A per capita tax increase of five cents each year for the first three years will allow us to carry out the business of the Council in essentially the same format we have today. I must be clear that this assessment is based on per capita payments of 212,000 members more or less constant for the period.

If the per capita numbers deteriorate in any significant way in the near term or at any time during the next four years, I will be forced to reorganize the office and consider any and all cost measures consistent with maintaining the mission of the Massachusetts AFL/CIO We welcome any new affiliates and encourage any local that is not paying full per capita to do so, so that we may maintain the fine service the Council is known for.

Thank you for the opportunity to serve and I look forward to working with President Faherty, all the officers and all of you for the next four years.

Respectfully Submitted,
ROBERT J. HAYNES
Secretary-Treasurer

LEGISLATIVE AND COMMITTEE ON POLITICAL EDUCATION REPORT

In my nine years as Legislative and COPE Director, I have seen the Commonwealth and the labor movement through the 1980's. Jobs were plentiful, the government was trying to respond to the needs of its citizenry and being a public employee was an honorable profession. During the past year our jobs have dried up, government has abandoned its duty and talk show hosts have tried to paint our public employees as high paid hacks and no shows. We have seen the reemergence of the Republican Party and the emergence of the new Democratics in Republican clothing. The people we have traditionally turned to for help and leadership are now often with the opposition. It is becoming much harder to find friends on Beacon Hill and we must cultivate new alliances if we are to be successful with our legislative agenda.

Our goals remains the election of our friends and the defeat of our foes; plus, the initiation and successful passage of our proposals In the Legislature. To achieve these goals, we must activate our most potent weapon: our rank and file members and get them involved with our campaigns and our issues at the local level - where they live and where the work.

Our strategy has always been simple:

(1) We must elect, through our C.O.P.E. operations, those politicians we feel are responsive and responsible to the working men and women in Massachusetts.

(2) We then must hold these politicians accountable for their actions (i.e. their sponsorship of our bills, their votes on critical issues) through our legislative programs.

Now more than ever!

THE LEGISLATIVE PROGRAM

Legislative Accomplishments for the 1990 session.

ENHANCING THE ENFORCEMENT OF LABOR LAWS

This new law would aid the enforcement of health and safety laws, minimum wage and prevailing wage laws by tightening the definitions of 'employee' and 'independent contractor'. Signed by the Governor on December 29, 1990. Chapter 464 of the Acts of 1990.

LEGISLATIVE ACCOMPLISHMENTS FOR THE 1991 SESSION.

WORKERS' COMPENSATION COVERAGE.

This law would require insurers to notify the Workers' Compensation Rating and Inspection Bureau when workers' comp. coverage is issued or canceled. Signed by the Governor on July 9, 1991. Chapter 132 of the Acts of 1991.

Legislative Agenda for the 1991 Session.

APPRENTICES.

House 1697. Sponsored by Rep. Suzanne Bump. Refiled bill.
PROPOSAL - strengthen the definition of "apprentice" and "apprentice training" to avoid misues in advertising.
Referred to Commerce & Labor Committee.
Hearing date: March 25, 1991
Status: 6/19 - accompanied a study order (H. 5770).

CHILD LABOR LAWS. House 1696.

Sponsored by Rep. Suzanne Bump. refiled bill.
PROPOSAL - to increase all fines for violations of the child labor laws.
Referred to Commerce & Labor Committee.
Hearing date: February 25, 1991
STATUS: 3/21 - referred to House Ways & Means.

DRUG TESTING. House 1703.

Sponsored by Rep. Patrick Landers. Refiled bill.
PROPOSAL - would establish terms, limits and conditions for drug testing in the work place.
Referred to Commerce & Labor Committee.
Hearing date: March 25, 1991
STATUS: no report from Committee

ELECTRICITY IMPORTATION. House 1737.

Sponsored by Rep. James Brett. Refiled bill.
PROPOSAL - ban the importation of electricity over certain limits.
Referred to Energy Committee.
Hearing date: April 4, 1991
STATUS: 6/18 - accompanied a study order (H. 5763).

FIRST AID. House 1695.

Sponsored by Rep. Suzanne Bump. Refiled bill.
PROPOSAL - require that employers make certain first aid materials be available in the work place.
Referred to Commerce & Labor Committee.
Hearing date: March 4, 1991
STATUS: no report from Committee.

LOCKOUTS - UNEMPLOYMENT BENEFITS. House 1476.

Sponsored by Representative John Businger. Refiled bills.
PROPOSAL - would give unemployment benefits to victims of a lockout at their work site.
Referred to Commerce & Labor Committee.
Hearing date: April 3, 1991
STATUS; 6/12 - accompanied a study order (H. 5725).

MEDICAL INSURANCE. House 1769

Sponsored by Rep. Stephen Brewer. New bill.
PROPOSAL - employees would have their health insurance coverage while they were out due to an employment related injury.
Referred to Insurance Committee.
Hearing date: April 22, 1991
STATUS: 5/15 - discharged to Commerce & Labor Committee.

MINIMUM WAGE. House 1475.

Sponsored by Representative John Businger and UFCW #1445 John Phinney. Redrafted bill.
PROPOSAL - increase as follows, 1991 - $4.50, 1992 - $4.75, 1993 - $5.00
Referred to Commerce & Labor Committee.
Hearing date: February 25, 1991
STATUS: 6/19 - accompanied a study order (H. 5770)

MONITORING EMPLOYEES. House 1693.

Sponsored by Rep. James Brett. Refiled bill.
PROPOSAL - require advance notice of covert monitoring by employers or supervisors of work performance.
Referred to Commerce & Labor Committee.
Hearing date: March 4, 1991
STATUS: 5/9 - accompanied a new draft, see House 5569.
5/9 - H. 5569 referred to House Ways & Means.

PARENTING LEAVE. House 1478.

Sponsored by Rep. John Businger. Refiled bill.
PROPOSAL - give 12 weeks of leave to both mothers and/or fathers, first four weeks would be with pay. Redraft.
Referred to Commerce & Labor Committee
Hearing date: April 8, 1991
STATUS: no report from Committee.

PLANT CLOSING. House 1690.

Sponsored by Rep. Daniel Bosley. Refiled bill.
PROPOSAL - mandate one year advance notification of partial or full plant closing.
Referred to Commerce & Labor Committee.
Hearing date: March 25, 1991
STATUS: 6/19 - accompanied a study order (H. 5770)

PREVAILING WAGE - PAYROLL RECORDS. Senate 1119.

Sponsored in the Senate by Sen. Robert Wetmore. Refiled bill.
PROPOSAL - Labor & Industries would establish a standard form for collecting payroll information.
Referred to State Administration Committee.
Hearing date: March 27, 1991
STATUS: 4/24 - accompanied a study order.

RIGHT TO KNOW. House 2758.

Sponsored by Rep. Suzanne Bump. Refiled bill.
PROPOSAL - establish a special study commission to investi- gate the effectiveness of the Right To Know Law.
Referred to Commerce and Labor Committee
Hearing date: April 9, 1990
STATUS; 5/29 - accompanied study.
7/19 - study was referred to House Ways & Means.

SCABS. House 1477.

Sponsored by Rep. John Businger. New bill.
PROPOSAL - prohibit the hiring of permanent replacements to fill the places of employees during a strike, lockout or other labor trouble.
Referred to Commerce & Labor Committee.
Hearing date: March 25, 1991
STATUS: 6/19 - accompanied a study order (H. 5770)

UNEMPLOYMENT BENEFITS. House 1479.

Sponsored by Rep. John Businger. New bill.
PROPOSAL - provide unemployment benefits during a work stop- page.
Referred to Commerce & Labor Committee.
Hearing date: April 3, 1991
STATUS: 6/12 - accompanied a study order (H. 5725).

UNEMPLOYMENT TRUST FUND. House 1691.

filed by Mass. AFL/CIO and AIM. Sponsored by Reps. Daniel Bosley and Daniel Valianti. New bill.
PROPOSAL - revamp UI system of funding.
Referred to Commerce & Labor Committee.
Hearing date: April 3, 1991
STATUS: no report from Committee.

VOTER REGISTRATION FILES. House 1521.

Sponsored by Rep. John Businger. Refiled bill.
PROPOSAL - concerns the coordination of voter registration files throughout the Commonwealth and require that cities and towns provide voter tapes to Secretary of State's Office yearly.
Referred to the Election Laws Committee.
Hearing date: April 1, 1991
STATUS: 4/25 - reported 'ought not to pass' by Committee.
4/29 - report accepted.

WORKERS' COMPENSATION - coverage. Senate 66.

Sponsored by Sen. Brian Lees and Rep. Patrick Landers. New bill.
PROPOSAL - require that verification of workers compensation insurance coverage be given.
Referred to Commerce & Labor Committee.
Hearing date: April 10, 1991
STATUS: 5/6 - reported favorably by Committee. Accompanied a new draft, see Senate 1509.
5/16 - Senate read a 2nd time, ordered to a 3rd.
6/6 - Senate read a 3rd time, and engrossed.
6/10 - House read a 2nd time, order to 3rd.
6/29 - House read a 3rd time and engrossed.
6/29 - House enacted; Senate enacted.
7/9 - Signed by Governor. Chapter 132 of the Acts of 1991.

WORKERS' COMPENSATION - death benefits. Senate 63.

Sponsored by Sen. Brian Lees. New bill.
PROPOSAL - would allow lump sum death benefit payment to the deceased's surviving dependent parents.
Referred to Commerce & Labor Committee.
Hearing date: April 10, 1991
STATUS: no report from Committee.

WORKERS' COMPENSATION - Insurance fund. House 1474.

Sponsored by Rep. Stephen Brewer. New bill.
PROPOSAL - establish non-profit workers compensation insurance corporation.
Referred to Commerce & Labor Committee.
Hearing date: April 10, 1991
STATUS: no report from Committee.

WORKERS' COMPENSATION. Senate 121.

Sponsored by Sen. Robert Wetmore. Refiled bill.
PROPOSAL - amends certain portions of the law dealing with lump sum agreements.
Referred to Commerce and Labor Committee.
Hearing date: April 10, 1991
STATUS: no report from Committee.

WORKERS' COMPENSATION. Senate 65.

Sponsored by Sen. Brian Lees. Refiled bill.
PROPOSAL - strengthens provisions and responsibilities of the Office of Safety, specifically to compile accident statistics. Referred to Commerce and Labor Committee.
Hearing date: April 10, 1991.
STATUS: no report from Committee.

The following legislation has been filed by various labor unions with assistance from the Massachusetts AFL/CIO. We will be happy to help you get in contact with any of these unions if you have any questions.

ELEVATOR MECHANICS LICENSES. Filed by Operating Engineers #4 Charles DeRosa. Sponsored in the House by Rep. Louis Kafka.

GAS REBATES. Filed by IBEW Intnl. - Edward Collins. Sponsored in the House by Rep. Stephen Brewer. PROPOSAL - require that customers receive rebates if there are savings in costs due to a labor dispute. Referred to Government Regulations Committee. House 1526
MUSICIANS. Filed by Boston Musicians Association Local #9-535-Steve Young. Sponsored by Sen. Robert Wetmore. PROPOSAL - amend the definition of 'employer' to include musicians. Referred to Commerce & Labor Committee. Senate 122

PIPEFITTERS AND REFRIGERATION TECHNICIANS LICENSING. Filed by Pipe- fitters #537 Thomas P. Kerr. Sponsored in the House by Rep. Stephen Brewer. PROPOSAL - amend the definition of 'pipefitter'. Referred to Government Regulations Committee. House 1527

PW - HOUSING CONSTRUCTION. Filed by Mass. Council of Carpenters Michael Molinari. Sponsored by Rep. James Brett. PROPOSAL - close loophole that allows the circumvention of the prevailing wage law. Referred to Housing & Urban Development Committee. House 1754

P W - STEAMSHIP AUTHORITY. Filed by Mass. Council of Carpenters Michael Molinari. Sponsored by Sen. William MacLean. would include the steamship authority under the prevailing wage law pro- tection. Referred to Transportation Committee. Senate 1273

RECORDED MUSIC. Filed by Boston Musicians Association Local 9-535- Steve Young. Sponsored by Sen. Robert Wetmore. PROPOSAL - require consumers be informed when musical performances are not live but recorded. Referred to Commerce & Labor Committee. Senate 123

As you can see, some of our most important legislation is still in Committee, specifically workers' compensation and the unem- ployment insurance trust fund. With so much debate and controversy surrounding the introduction and passage of the budget, the Legislature was not able, or perhaps willing, to tackle too many contentions issues. Hopefully, when they return from their summer break we will see some movement in those two vital areas.

1991 COPE REPORT

Since we last met in convention, COPE has been extremely active on many fronts.

Once again as in the 1988 Question 2 Campaign, COPE played a critical role in organizing grassroots support to defeat Barbara Anderson. Her Question 3 tax rollback effort was overwhelm- ingly rejected (60% - 40%) by the citizens of the Commonwealth. COPE organized a massive internal organizing program to defeat Question 3 within the organized worksites across the Commonwealth. In addition, COPE worked alongside the No On 3 staff to build the hometeams which were instrumental in carrying the "No On 3" message in cities and towns throughout Massachusetts.As important as our No On 3 campaign was, we are presently seeing the consequences of losing the Governor's race. Governor William Weld, who narrowly edged Labor's endorsed candidate, John Silber, has successfully implemented many of Barbara Anderson's proposals which were rejected by the voters. The subsequent loss in services and public sector jobs has been a real blow to the Massachusetts Labor Movement.

On a positive note, our endorsed candidate, John Kerry, was re- elected to his second six-year term in the United States Senate. COPE mounted a massive direct mail campaign on Senator Kerry's behalf.

In addition, COPE-endorsed Congressmen Chester Atkins from the 5th Congressional District and Gerry Studds from the 10th Congressional District were returned to office in close races with major assistance from COPE. Also an all out Labor campaign including direct mail, phone banking, leafletting and one-on-one contact was conducted for Richard Neal in his contested 2nd Congressional District Democratic Primary; Congressman Neal attributed his victory to the support of the Massachusetts AFL/CIO.

As usual, COPE was extremely active in elections for the General Court. On the Senate side, three friends - Robert Wetmore (D-Barre), Edward Burke (D-Framingham), and Robert Durand (D-Marlboro) won narrow elections with major support from the affiliated unions. Labor attorney Tom Birmingham (D-Chelsea) was also elected to fill the seat opened by the retirement of Labor's friend Fran Doris.

On the House side, twenty-one incumbent members received direct mail and/or coordinated fundraising assistance from the Massachusetts AFL/CIO with fifteen members being returned to office on election day.

These Representatives are:

Paul Kollios (Millbury)
David Magnani (Framingham)
John Businger(Brookline)
Alvin Thompson (Cambridge)
Patrick Landers (Palmer)
Marc Pacheco (Taunton)
Shannon O'Brien (Easthampton)
Michael Walsh (Agawam)
Francis Mara (Brockton)
Barbara Gardner (Holliston)
Angelo Scaccia (Hyde Park)
Michael Morrissey (Quincy)
James Brett (Dorchester)
William Reinstein (Revere)
Barbara Hildt (Amesbury)

Newcomers to the House of Representatives who were assisted by the Massachusetts AFL/CIO include:

Robert DeLeo (Winthrop)
Carol Donovan (Woburn)
James Marzilli (Arlington)
Sally Kerans (Danvers)
Jeffrey Hayward (Lynn)
Daniel Valianti (Marlboro)
Janet O'Brien (Hanover)
Geoff Hall (Westford)

COPE has maintained its activity in 1991 with a major victory in the election of John Olver (D-Amherst) to fill the vacancy caused by the passing of Labor's friend Silvio Conte. On Tues., June 4, John Olver emerged the winner thanks to an all out effort by Organized Labor and spearheaded by COPE. Direct mail, phone banking, leafletting, visibilities and one-on-one contact were all components of COPE's effort for John Olver. In addition, John Olver was the beneficiary of tremendous financial support from AFL/CIO affiliated unions.

John Olver's triumph over Steven Pierce gave a real boost to Organized Labor as it marked the first test for the Weld/Cellucci Republican Party. In spite of massive infusions of big business money to Pierce and high profile support from the Bush White House, John Olver prevailed with the help of the 30,000 AFL/CIO families in the 1st Congressional District.

COPE also played a major role in Stan Rosenberg's (D-Amherst) solid victory in the Democratic Primary to succeed John Olver in the State Senate.

COPE has also worked closely with the Legislative department in bringing a grassroots emphasis to our lobbying efforts. Our successful post card drive (40,000 cards) to protect unemployment benefits and field meetings across the Commonwealth to promote Labor's legislative agenda are examples of the need to keep our elected officials feet to the fire on issues of concern to working families.

In closing, COPE plans to be immersed in the 1992 elections to the General Court. Specific races will be targeted to assure that both parties in the Legislature respond to Labor's legislative agenda.

Submitted by:

MARTIN V. FOLEY
Legislative & C.O.P.E. Director
Massachusetts AFL/CIO

MARGARET O'CONNOR
Legislative Department

RICHARD ROGERS
COPE Department

REPORT OF THE UNION LABEL AND SERVICE TRADES COUNCIL

The Massachusetts Union Label and Service Trades Council continues to promote "Buy American, Buy Union-made Products".

During the past year, displays of union made products, as well as information have been made available at the Gompers, Murray, Meany Educational Institute, AFSCME Council 93 Convention and at the Massachusetts AFL/CIO Convention.

Upon request the Union Label Council provided printed materials, conference kit inserts, and union-made give-away articles along with balloon decorations being provided on several union- sponsored events.

A meeting was held with Dick Perry, Director of the National Union Label and Service Trades Council, AFL/CIO in Washington, D.C. with President Cardinal, Secretary-Treasurer Scanlan and Committee member John Abate regarding the Council's product promotion slide show and to request technical assistance and advice on the quality of the slide show.

The activities of the Union Label and Services Trade Council suffered a serious set-back when we had to move our office. However, we are pleased to report that the Massachusetts AFL/CIO Union Label and Service Trades Council is back on track and will continue to promote Buy American/Buy Union made products and the use of unionized services.

Remember, almost everything you want or need, can be found in most major stores, if you look hard enough you can find the product made in America. Everytime you do just that, you are helping the American worker and American family keep his/her job and quality of life, as well as cutting the American Trade deficit.

At this time I want to thank all of the Vice Presidents of the Union Label Council for their help during the past year, with a special thanks to both President Emeritus Edward F. O'Neil and Secretary-Treasurer Thomas Scanlan. Their dedication and hard work on all of our many union label projects made things happen.

In conclusion I want to say that you and your families are the strength of America - we are the consumers and we have the numbers. Let us all make a greater effort to be UNION/BUY UNION/BUY AMERICAN MADE PRODUCTS. The Union way of life may not be the only way - but it is a better way to a better life.

Respectfully submitted by:
GIRO J. CARDINAL
President

REPORT OF THE GENERAL COUNSEL

Permanent Replacements

Economic strikers were permanently replaced where their replacements had accepted offers of permanent employment but had not yet taken required drug and alcohol tests at the time the strikers offered to return to work. The replacements had been assigned job classifications, departments, and badge numbers, evidencing the employer's commitment to hire them as permanent replacements. Member Devaney dissented stating that the strike had ended before the employment offers had "ripened into a definite commitment to hire." Solar Turbines Inc., 302 NLRB No. 3 (3-11-91); Transport Service, 302 NLRB No. 4 (3-11-91).

Unfair Labor Practice Strike

A strike beginning seven months after the employer unlawfully refused to bargain was an unfair labor practice strike. The employer had unlawfully refused to negotiate a new agreement and then implemented its final offer. The union called a strike to get the employer back to the table. The Court rejected the argument that the lapse in time means that the unlawful conduct could not have influenced the decision to strike. Lapham-Hickey Steel Corp. v. NLRB, 904 F.2d 1180, 134 LRRM 2586 (7th Cir. 1990).

The union charged that a strike against Reichold Chemicals, Inc. had been caused by the Company's unfair labor practices. The Board disagreed, but the D.C. Circuit reversed finding that the Company's insistence to impasse on a non-strike clause that included an unlawful provision waiving employee access to the Board was a contributory cause of strike. The employees had voted to strike on the basis of a recommendation of the union president who was strongly opposed to the "no-access" provision. Just as union members may formally cede authority to a union agent to call a strike, "they can achieve the same result by simply endorsing a union agent's judgment that a strike is necessary." In either case, the union representative's reasons for recommending the strike may prove the basis for determining causation. So, when the members accepted their union representative's recommendation to call a strike, in part because of his view that the provisions of the no-strike clause were outrageous, they ratified his judgment that one of the reasons they should strike was because of the company's demand for the no-access provision. But, the Court upheld the Board's finding that an employer may insist to impasse on a wavier of the right to strike in protest of unfair labor practices. The Court rejected the union's argument that permitting such waivers jeopardizes fair representation and compromises employees' full freedom of association. The Board properly refused to distinguish between no-strike clauses covering only economic issues and those covering unfair labor practices. Teamsters Local 515 v. NLRB, 906 F. 2d 719, 134 LRRM 2481 (D.C. Cir. 1990), cert. denied, U.S., 136 LRRM 2152 (1-14-91).

Successor Liability

Successor Liability

Purchaser liable for back pay owed to strikers for seller's unfair labor practices. Purchaser had sufficient knowledge of unfair labor practices committed by seller and its alter ego. To establish knowledge, General Counsel is not required to show that the successor saw the particular charges or complaint. Where purchaser continued to operate the same business, with the same name, equipment, supervisors and employees, the burden shifted to the employer to show it lacked knowledge of seller's unlawful conduct. Notice to purchaser's attorney constitutes notice to the purchaser. Liable for back pay incurred both before and after the date the sale was closed, M & J Supply Inc., 300 NLRB No. 45 (9-28-90).

Derivative Liability

The Court refused to uphold a Board order imposing back pay liability on an employer association for the discharge of a member of a joint labor management apprenticeship committee. This was the first time that the Board had imposed derivative liability on an employer association, and the Court held that, in order to guarantee procedural fairness to a non party, derivative liability is approrlate only in cases of alter ego, successorship, or single employer. If found that the Association's influence over the JAC was far too limited to sustain the order. The Board had also imposed derivative liability on the Local Union. The Court remanded the "closer" question because the evidence may be enough to show the union's derivative liability on an alter ego or single employer theory. There was evidence indicating that the employee was fired because of an internal union dispute by the president of the local; that the local president appointed union members on the committee; that the union and the committee shared personnel and funds; and that the employee regarded the local union as his employer. AGC of Connecticut Inc. V. NLRB, F.2d, 1991 U.S

The Duty of Fair Representation

Standard established in Vacca v. Sipes, 386 U.S. 171 (1967), that union breaches its duty of fair representation if its actions are either "arbitrary, discriminatory, or in bad faith," applies to all union activity, including contract negotiation as well as contract enforcement. Union's actions are considered "arbitrary" cnly if its behavior is so far outside "wilde range of reasonableness" as to be irrational; union's negotiation of back-to-work agreement to settle pilots' strike permitting the company to disregard seniority of returning strikers was well within "wide range of reasonableness" that union is allowed in bargaining. Air Line Pilots v. O'Neill, U.S., 136 LRRM 2721 (3-19-91).

The union was charged with breaching its duty of fair representation because it neglected to give the requisite 30-day strike notice to the Federal Mediation and Conciliation Service, and after the employees struck they were discharged for being on an illegal strike. The Board dismissed the charges of unfair representation, the court affirmed, ruling that an important element of the union's duty of fair representation is that it not discriminate as to a particular individual or group of employees. Here, the negligence of the union affected everyone in the bargaining unit

Rights of Non-Members

Although a union has a right to exclude non-members from union meetings, it is unlawful to condition a non-member's presence on his signing a union card on the spot. Union violated 9 (b) (1) (A) by refusing to answer non-member's questions unless he agreed to join immediately. Union ordered to allow the employee a reasonable opportunity to withdraw his membership and to make him whole with interest for dues, fees and assessments. Member Cracraft would have gone further to hold that the refusal to permit non-members to attend the meeting at the union hall is unlawful. The meeting was held at the request of a group of members and non-members. The group was invited to the hall, and it was not an official union meeting. Chairman Stephens dissented, stating that it is normal union practice to exclude non-members from meetings. Non-members have no right to attend in the first place. American Postal Workers Union, 300 NLRB No. 5 (9-28-90)

Union illegally denied nonunion employees the right to vote in a referendum of employee preference regarding a floating holiday, while allowing union employees to vote. Past practice was a poll of all unit employees. The facts were distinguished from the APWU case (supra) where the union lawfully refused to permit non-member employees to attend a union meeting. In APWU, there was no evidence that the union had an established procedure to which non- members were denied access into a "substitute for negotiation." The Board ordered that if the contract continues to accord the union a role in choosing the holiday, and if the union chooses to delegate this role to unit employees acting through a referendum, the union must allow all unit employees to vote. (Boilermakers Local 202, 300 NLRB No. 4 (9-28-90).

Checkoff Authorizations

A union may not seek to require the continued checkoff of union membership dues from wages for an employee who has signed a dues checkoff authorization, which is irrevocable for one year or until the expiration of the collective bargaining agreement, whichever is sooner, but who has resigned from membership before the end of the period of irrevocability. It is a violation of 8(b)(1)(A) for the union to continue to collect dues after the resignation from membership unless the checkoff authorization clearly and explicitly provides for a postresignation dues obligation. There is not 8(b)(2) violation absent some evidence of a connection between the employer's continued transmission of dues and some action by the union prompting it. (IBEW Local 2088 (Lockheed Space Operations Company Inc.), 302 NLRB No. 49 (3-29-91).

In a companion case, the Board found that the employee was bound by the checkoff authorization notwithstanding resignation because the language clearly indicated an agreement to pay dues "Irrespective of my membership in the union." Steelworkers Local 4671 (National Oil), 302 NLRB No. 50 (3-29-91).

Initiation Fees

Union not entitled to second initiation fee from employee who resigned from membership when employed in Virginia, a right-to- work state, and then transferred to Maryland under a valid union security contract.

Initiation Fees

Union not entitled to second initiation fee from employee who resigned from membership when employed in Virginia, a right-to- work state, and then transferred to Maryland under a valid union security contract. Employee belonged to the same bargaining unit in Virginia and Maryland. She would have owed only union dues had she waited to resign until her transfer and the same was true had she never left the union. NLRB simply treating employees who resign in right-to-work states and non right-to-work states the same. NLRB v. Office & Professional Employees Local 2 (Washington Gas Light Co.), 902 F.2d 1164, 134 LRRM 2213 (4th Cir. 1990).

Dues Obligations of Religious Objectors to Unions - Section 19

On a petition for review of a Board order dismissing a Section 8 (b) (2) complaint against a union for demanding the discharge of an employee who refused to pay dues on the basis of a religious objection to unions, the Sixth Circuit held Section 19 of the NLRA to be unconstitutional and upheld the Board's order. Section 19 allows members of religious groups opposed to unions to avoid paying dues when working under a union security contract.

Specifically, it allows members of a "bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations" to donate the amount equivalent to dues to a nonreligious, nonlabor organization charitable fund. The Court held that Section 19 facially discriminates among religions and violates the First Amendment "because it exempts from union membership only those employees who are members of "bon fide" religious organizations having the beliefs described in the statute. Thus Section 19 creates a denominational preference by conferring a benefit on members of religious organizations described in the statute." When a law differentiates among religions it "must be invalidated." The Board had dismissed the 8(b)(2) complaint because it had not been shown that the employee was a member of an organized religious group that historically has held the same belief regarding unions. In finding Section 19 unconstitutional, the Court held that the employee could not rely on it in defense to his refusal to pay dues. Maurice Wilson v. NLRB, 920 F.2d 1282, 135 LRRM 3177 (6th Cir. 1990).

ROBERT D. MANNING
Angolff, Goldman, Manning,
Pyle, Wanger & Hiatt

Partial Summary Report
Presented to AFL/CIO Lawyers
Conference by Wilma B. Liebman

DISLOCATED WORKERS PROGRAM

Dear Brothers and Sisters:

This is to advise you that due to State Employee cutbacks, the Executive Office of Labor/Massachusetts AFL/CIO/Dislocated Workers Program was discontinued effective last March 15th.

I would like to take this opportunity to thank the many people who assisted in making this program successful during its 7 1/2 year tenure.

Sincerely,

GIRO J. CARDINAL
Program Director

DET GRANT REPORT

The Massachusetts AFL/CIO/Department of Employment and Training (DET) Labor Liason grant completed 2 1/2 years of operation on June 30, 1991. To date, DET has not issued a Request For Proposal (RFP) for FY92. However, the Council continues to provide limited supportive services until final fiscal funding has been determined.

The Grant Coordinator worked with Central Labor Councils and Labor Representatives on the 15 Regional Employment Boards (REB) statewide. The 15 Workforce Issues Committee (WIC), receiving technical assistance through the grant, are at varied stages of development. Unfortunatly the mission of the WIC's has never been cleally defined by the MJC thus, hurting their effectiveness.

The loss of the Massachusetts AFL/CIO/EOL Dislocated Workers Program and the area "Labor" program managers in March 1991 also adversely affected the WICs.

A statewide Conference on the WARN (Federal Plant Closing Act) attended by over 100 union, government and community activists was highly successful. A Conference report was completed, including recommendation for improvements in the WARN Act, and mailed to all state AFL/CIO, elected officials and the U.S. Department of Labor.

The Grant Coordinator continued to staff the Massachusetts Jobs Council (MJC) for the 3 Labor Representatives. A MassJobs Council reorganization was completed, with 3 standing committees taking the majority of the Council duties. Coordinating with the AFL/CIO Human Resource Development Institute (HRDI), we participated on an MJC special hearing regarding changes in the JTPA.

Labor MJC Members were instrumental in returning funding for Workplace Education programs, including an AFSCME Council 93 project at UMass/Amherst.

Respectfully submitted by:

JOHN S. LAUGHLIN
Asst. to the President
Employment & Training Coordinator.

HEALTH AND SAFETY REPORT

The Health and Safety Committee has again directed much of its energy to educating members of the Legislature to the importance of pending issues before that body that had an affect on the lives and health of our members. Most of these campaigns were to maintain programs we had successfully fought for over the years in the face of the economic conditions in the State.

The major gain was the institution of a lead registry to monitor and protect the health of lead abatement workers.

Ongoing programs include efforts to establish regulations requiring medical people to include occupation as one of the vital statistics in an attempt to correlate certain illness or injury to ones occupation with an eye towards intervention and prevention.

The Committee is in need of a few new members who would be active and willing to contribute their time and expertise.

In solidarity,

ROBERT D. SPINNEY, Chair
Health and Safety Committee

THE 1991 GOMPERS-MEANEY EDUCATIONAL INSTITUTE

The 1991 Institute was held at the Seacrest Resort & Conference Center in Falmouth, Massachusetts on May 22, 23, and 24, 1991.

The over 300 participants were treated to a variety of workshops and panels which included guest speakers on Mediation & Arbitration, Women In Union Leadership, What's New In the Environment and a particularly interesting and well received panel on "Your Rights When You're Off the Job".

The recipient of the 1991 "Gompers-Murray-Meany" Award was John Kelly, General President of the Office and Professional, Employees International Union, the "Outstanding Service" Award went to two of our most active trade unionists, Phil Kerr of the Pipefitters and Sandy Felder of the Service Employees.

The Community Service Award was presented to Kennith Harkins, a trade unionist and activist with the United Way, and also a veteran of Desert Storm.

It was gratifying to see so many participants in the Institute taking an interest in diverse subjects.

Respectfully submitted,

ROBERT J. HAYNES
Secretary-Treasurer & Education Director

1991 MASSACHUSETTS AFL/CIO ENERGY POLICY COMMITTEE REPORT

Our Committee's activity concentrated its efforts on the three meetings held during this past year. It was the intention of the Committee to disseminate any information deemed useful to the respective affiliates of the Committee and the Massachusetts AFL/CIO as a whole.

At the October meeting, which coincided with the International Joint Power Generation Conference and Exposition, we were most fortunate in having Dr. William Young, Assistant Secretary for Nuclear Energy, representing Secretary of Energy Admiral Watkins. Dr. Young spoke of the Nuclear option as one source that would fit into the President's proposed National Energy Strategy, scheduled for release in December, 1990. It was Dr. Young's contention that Nuclear would occupy only a maximum of 20% of our nation's energy mix due to siting and other limiting factors. The more practical approach in meeting short-term energy needs would be more extensive use of clean coal technology systems of Texaco Syngas and others, with a possibility of fusion systems sometime early next century. Organized Labor could provide a viable mechanism for mobilizing its constituents for implementing the National Energy Strategy, according to Dr. Young, and various proposals in that regard from all levels of the labor movement, would be welcomed by the Department of Energy.

A video kit was supplied by Texaco Syngas, describing its "Cool Water" pilot demonstration plant in California, which serves as the model for all its future clean coal systems operations. It was voted by the Committee to invite key executives from Texaco Syngas to give a detailed presentation of the clean coal technology system and how it might impact Massachusetts, for the next meeting of the Committee.

There was a discussion about the Committee's present and future relationship with various government agencies pertaining to energy issues and they are as follows: Massachusetts Office of Energy Resources, Massachusetts Legislative Joint Energy Committee, Massachusetts Energy Siting Council, Energy Committee of the New England Governor's Conference, Massachusetts Capitol Planning Department, Office of Administration Finance Energy Group, Massachusetts Department of Public Utilities, Rate- Setting Section, Boston Regional Office of the United States Department of Energy, United States Department of Energy, Washington, D.C.

A presentation by John F. Abate, Committee member, from Boston Graphic Communication International Union, Local 600, was given on the need to consider developing a program through the Harvard Trade Union Program with Industrial Union Department of the AFL/CIO and the AFL/CIO's Department of Organization and Field Services for a national seminar of the economic profile of the energy field and how various strategies will impact job development at the national, regional, statewide and local levels. It was voted by the Committee to check with the National

AFL/CIO and its regional office on such an endeavor and to report back at some future, but unspecified date.

For the winter meeting held on March 5, 1991, a detailed presentation on the Freetown Energy Park was given by Raymond Siegart, Vice President of Texaco Syngas who is in charge of the Clean Coal Technology Program on a worldwide basis. Mr. Siegart indicated that their facility is a joint development of Texaco Syngas and the subsidiaries of General Electric and Commonwealth Energy Systems. This initial phase is targeted for a late 1994 start-up, with two additional phases to follow as needed, with all the construction being union built and a good possibility that the operation of the plant could be union as well.

Mr. Siegart elaborated on how this plan represents a major technical and environmental milestone by the culmination of a more than 10 year program which has involved participation by both public and private sectors. This plant will be one of the world's cleanest coal based power plants by going far beyond the more stringent limits of the new Clean Air Act, according to Mr. Siegart. Texaco is of the opinion that in addition to being environmentally more acceptable and economically more attractive than most generating plants currently in operation, the plant will provide a secure and stable source of electricity for the New England Region. This plan as stated by Mr. Siegart is expected to become the design choice for plants of this size in the foreseeable future.

As a result of the presentation by Vice President Siegart, the Massachusetts AFL/CIO Energy Policy Committee will recommend to the Massachusetts AFL/CIO that Organized Labor go on record to support the Texaco Syngas Freetown Energy Park. Our Committee would act as a resource for Texaco through the siting process and to educate our affiliated locals and union members on the importance of the project if the project meets all the standards cited above.

Also on the agenda for the March meeting was Frank Reilly, President of Bayonne Marine Facilities Inc., one of the companies that's an integral part of the Volpe Construction Company network. Mr. Reilly described how his firm is involved in a number of energy/environmental projects for New England, especially being the designated developer for a public/private development of the State's port facilities in Portsmouth, New Hampshire, a substantial undertaking which could have significant implications for future energy projects here in Massachusetts that will spur a multitude of labor/environmental/community coalition directed towards job creation efforts.

The last meeting of the year was held on May 16th with a presentation by Rich Zimbone, General Manager of the Edgar Energy Park. Its impact on the energy needs of Eastern Massachusetts, followed by Paul W. Gromer, Massachusetts Commissioner of Energy on his Department's various programs on energy activity and how Labor in Massachusetts could become involved with those efforts.

In presenting a rationale for the Edgar Energy Park, Mr. Zimbone directed his focus into three areas - economic, energy and environment.

Our Committee is very supportive of the Edgar Energy Park and will recommend that the Massachusetts AFL/CIO provide as much assistance as required for bringing the project on line.

The emphasis of Commissioner Gromer's discussion centered on how the various programs of his department enhanced energy efficiency and related improvement efforts benefited the Commonwealth, and the interaction of specific programs with the Energy Facilities Siting Council and the Exec. Office of Communities and Development. The one particular program the Commissioner felt that labor would have an immediate interest in the Energy Advisory Service (EAS). This program offers individualized site - specific technical analysis to businesses with labor in partnership if possible to assist in identifying energy savings opportunities. The Energy Advisors are experienced private sector energy analysts and engineers under contract with his departments. These energy advisors analyze energy savings opportunities ranging from process recommendations to cogeneration. This program is intended to assist manufacturers whose energy costs are a significant portion of their operating costs. The department will pay over 80% of the cost of the technical assistance provided. The client pays only $100 per day.

Since the inception of the Energy Policy Committee back in 1988, I've found the work of this committee both exciting and extremely demanding and at times very frustrating, due to our lack of resources but never a lack of commitment on the part of each and every one of the Committee members,; in trying to implement a very creative, visionary and progressive agenda. To the best of the AFL/CIO network. This uniqueness places an undue burden upon the Chairman and with my duties as President of the Massachusetts AFL/CIO, I will be required to relinquish the Chair of this committee to take effect immediately after the 1991 Convention of the Massachusetts AFL/clO.

I thank each and every member of the Committee and welcome the opportunity to continue working with each and every member as President of the Massachusetts AFL/CIO.

Respectfully submitted,

JOSEPH C. FAHERTY, President
Energy Polity Committee Chair

1991 ENVIRONMENTAL COMMITTEE REPORT

This past year the Massachusetts AFL/CIO Environmental Committee was moving forward with a full agenda.

After several months of planning with individual participatioin by Committee members and support and assistance of officers and staff at 8 Beacon St., the Committee held its first conference on April 19, 1991.

Presentations on siting regulations, hazardous waste and other environmental issues including indoor air quality were well received by attendees.

Some other programs that the committee participated in this past year were; the Massachusetts AFL/CIO State of the State, Gomers-Murray-Meany Institute, "The Toxic Use Reduction Advisory Committee" and programs with Metropolitan Area Planning Council, University of Lowell and Harvard School of Public Health.

As an ongoing policy the committee will continue to review environmental issues of immediate concern to labor and make recommendations as requested.

Submitted by:
NICK ZEO, Chairman

1991 SUBSTANCE ABUSE COMMITTEE

We extend our sincere wishes for a progressive, productive Convention.

Our Committee has been active over the past year. We continue to meet the fourth Tuesday of every month, 10:00 A.M., at Freeport Hall in Dorchester. We encourage participation from all Unions. Remember the disease of addiction knows no barriers.

We have continued our education process through the use of printed material and seminars. We have had seminars in various parts of the Commonwealth over the past year, with very positive results.

We have been able to meet with some Local Union's Committees on Substance Abuse and exchange our ideas and experiences.

We wish to thank the leadership for their continued support and full cooperation.

Think about participation and "do it".

Thank you.

Submitted by:
RICHARD SLEIN, Chairman

1991 COMMUNICATIONS REPORT

The Massachusetts AFL/CIO communication and media efforts continued through the 1990-91 convention year. Organized Labor's visibility in both the national and local press is very low. Coverage of positive union events, contract signings, charity donations, scholarships is almost non-existent.

The "Massachusetts Labor Leader" continues publication with our quarterly newspaper and monthly newsletter. The newsletter has recently begun a new one-piece, foldover format that is less expensive and more effective for mailing purposes. The "Labor Leader" is mailed to all State Federation Officers, a 200 person leadership list, a media list, as well as all State Representatives and Senators.

Media assistance was provided to COPE endorsed candidates in the 1990 general election, "Question #3" Campaign and special elections in 1991. Specifically, press releases and union flyers were provided to the successful John Olver for U.S. Congress Campaign.

Massachusetts AFL/CIO sponsored events and issues received media coverage. Among them were: 1991 Scholarship Program, April 13 Weld budget rally, opposition to U.S. Mexico trade agreement, support of H-1691 the Unemploy-ment Trust Fund Bill, Opposition to cost shifting to public employee health care and the closing of nine state health facilities, support for the building trades against inmate labor and return of the Blue Laws for retail stores.

Media assistance was provided to ATU 1205 on strike at Greyhound, UFCW 791 on contract negotiations with Shaws Market and several affiliates on special projects.

Respectfully submitted:

JOHN S. LAUGHLIN
MARGARET F. O'CONNOR
RICHARD ROGERS

1991 HOUSING COMMITTEE REPORT

As Chair of the Housing Committee of the Massachusetts AFL/CIO, I have had many discussions around the use of pension funds as an economic tool. Within the context of the pension funds' fiduciary responsibility to earn favorable returns on their investments, there exists the opportunity to utilize these funds for additional gains for AFL/CIO members. To maximize the ancillary gains from pension fund investment - job creation, favorable public sentiment, answering the needs of communities for affordable housing and community development and providing link and presence for both the national and local pension funds in the local financial fabric, I suggest the following.

The National AFL/CIO through it's offices or that of a subsidiary Investment trust provide seed money for a pilot project in Massachusetts to set up an office staffed for the purpose of providing a central clearinghouse for all those interested in obtaining financing through a pension fund. This AFL/CIO Pension Investment Clearinghouse could serve as a demonstration project for application throughout the country. Both national and local pension funds would be encouraged to participate as Associate members of the Clearinghouse.

Staff from the Clearinghouse would evaluate proposals submitted by various public and private developers and make presentations to various pension funds who would retain decision-making authority.

Funded initially by a seed grant from the National AFL/CIO, this office would become self-supporting through nominal fees ($1,000 to $2,000 annually) for Associate Members and a percentage of loans consummated as a result of the clearinghouse's efforts

The Pension Investment Clearinghouse would provide a vehicle to bring the AFL/CIO in closer direct contact with the economic lifeline of the State. It will network the AFL/CIO national fund as well as local funds with Cities and Towns - banks - Redevelopment Authorities, Insurance Companies, and become an important participant in the economic life of the State.

Pension funds currently rely on outside investment analysis. The funds are invested but often the full impact of their financial strength is not felt. Through the Clearinghouse, we could establish a strong presence in the community, bringing us closer to the people in the neighborhoods.

To sum up, an office staffed by the National AFL/CIO - a coordinator who understands Pro-Formas and has the skills to present various proposals to local pension fund trustees interested in job creation. A coordinator who has the skills to convince pension trustees of the wisdom of becoming Associate Members.

It is my hope that this become part of a resolution at the October Convention that provides the forum to encourage various AFL/CIO pension funds locally and nationally to participate in a vehicle that will provide a presence in the day in and day out economic life of the Commonwealth.

Submitted by:

THOMAS MCINTYRE
Chairman

TRANSPORTATION REPORT

The activities of the Committee have been varied and productive over this past year. With an increase in projects in the area of transportation, the necessity for having an energetic Transportation Committee has never been greater.

The Committee is actively seeking to increase union affiliation. Under discussion are efforts to organize all non-union forms of transportation in the Commonwealth. Examples of these would be The Ride, commuter boats, etc.

Transportation was a vital component of the success of Solidarity Day '91. The Committee was happy to be of help on this area. A special note of thanks to Committee member Steve Tolman (TCU) for his work coordinating additional seating on the Amtrak train to Washington. We were pleased to see the Solidarity Train packed with dedicated trade unionists.

Intensive lobbying efforts were made and are continuing to ensure that all work done on the Third Harbor Tunnel and Central Artery will be union. Contracts with national, state and local officials, including the Secretary of Transportation, underlined our determination that the "Big Day" be union all the way.

The Committee members are greatly concerned with the current situation concerning the use of money generated by the gas tax. We have argued consistently that those revenues were collected to improve the infrastructure and should be used specifically to improve and expand the condition of our roads, bridges and public transportation system. Lobbying efforts will continue in this area.

Respectfully submitted,

WILLIAM F. IRVIN
ANTHONY ROMANO
Co-Chairs

1991 EDUCATION COMMITTEE REPORT

The Education Committee continues to perform a vital function for the Massachusetts AFL/CIO. All the members, Stephen Albanese, Robert Banks, Charles Colby, William Corley, Mark Govoni, James Grande, Robert (Scott) Hayward, Michael Molinari, Joseph O'Donnell, Arthur Osborn, Jr., Erica Pinault, Jay Porter, Chairman, Frank Shea, Celia Wcislo, Rosemary White, and Bronwen Zwirner deserve our praise and appreciation.

Our scholarship program is second to none thanks to the generosity of the affiliates of the Massachusetts AFL/CIO, friends of Labor, advertisers in our annual yearbook, education committee members, scholarship judges (Charles Colby, Fr. James Donovan, S.J., Robert (Scott) Hayward, James Hermans, Kay Latter, Joseph O'Donnell, Jay Porter, Francis Shea, and Bronwen Zwirner), HTUP readers, SMU Computer Dept. exam scorers and last but not least those who toiled in our golf tournament and helped raise $13,000 during that sunny day in May.

Special thanks to Ilene Hanlon, Maureen Marfione for their help and the entire staff for their able assistance.

On Friday, May 3rd the scholarship dinner was the biggest and the best ever. Over 450 people, parents, students and labor representatives enjoyed a sumptuous dinner and an evening full of high spirit and justifiable pride.

Through the help of Senator Tom Birmingham, Co-Chair of the Joint Education Committee language was written into law which assures the Massachusetts AFL/CIO a voice in the newly formed University of Massachusetts. U/Mass. now consists of U/Mass. Amherst, Boston, Dartmouth, Lowell and Worcester. The new language submitted by Senator Birmingham states in part "that the Governor shall appoint a Labor delegate to the Board of Trustees of U/Mass. from a list of not less that (2) two nor more than (5) five submitted by the Massachusetts AFL/CIO".

Another significant milestone was reached when Ron Alman of the ILGWU was appointed to the new Higher Education Coordinating Council. Ron a former member of the Board of Regents has represented the Massachusetts AFL/CIO in fine fashion during his tenure there and we look forward to his continued strong voiced on the Coordinating Council.

With the terrific support and commitment to Labor, Secretary of State Michael Connolly has provided the forum for the Massachusetts AFL/CIO to display the history of Labor since the textile strikes of 1912. The Commonwealth Museum near the Kennedy Library is the site of the exhibit and everyone is encouraged to visit this superb display of the accomplish-ments of the Labor Movement here in Massachusetts.

In addition, we have developed a package for distribution to the schools in the Commonwealth which includes a curriculum guide, audio and video tape. A long overdue presentation finally brought to fruition because of Secretary of State Michael Connolly and the hard work of the Education Committee. Special thanks for his many hours coordinating the project.

The Massachusetts AFL/CIO education program also funds the scholarship to the Harvard Trade Union Program. The recipient for 1991 was Bob Ward of the IBEW Local 104 who represented the Council and the IBEW with distinction.

Respectfully submitted by:

ROBERT J. HAYNES, Education Director
JAY PORTER, Chairman, Education Committee

1990-1991 SCHOLARSHIP REPORT THIRTY-THIRD YEAR

The 1991 Scholarship Awards dinner on Friday evening May 3rd was the biggest and best ever. Over 450 people, students, parents and labor union officials enjoyed a sumptuous meal amid festive surroundings. A joyous, proud feeling was clearly evident. Parents, proud of their sons and daughters accomplishments and hopes for their future joined with Union representativeswho were quite pleased because of the support and financial assistance provided by members' contributions.

Approximately $170,000 in scholarship money was provided by AFL/CIO member unions and friends of Labor. A comprehensive list of awards will follow this report.

Over 2000 students took the Massachusetts AFL/CIO exam at their high school on Wednesday, February 6th. A copy of the exam will follow the report. How well would you have done?

Thank you to all the Unions, friends of Labor, advertisers, Education Committee, Judges and Staff for your participation and continued support.

1991 MASSACHUSETTS AFL/CIO THIRTY-THIRD SCHOLARSHIP WINNERS

HIGH SCHOOL	NAME	AWARD	AMOUNT
Acdy. of Notre Dame	Julie Hunt	OPEIU 600	$1000.00
Agawam	Scott Russell	IBEW 455	500.00
Agawam	Traci Terpening	RWDSU 224	500.00
Arlington Catholic	Michelle Briand	IBEW 2222	1000.00
Arlington Catholic	John Murphy	IBEW 2222	1000.00
Attleboro	Brooke Belcher	SEIU 509	1000.00
Avon	Carol Medico	OPEIU 600	1000.00
Belchertown	Nadine Berrini	Pioneer Vy. CLC	100.00
		Northampton L.C.	175.00
Bishop Fenwick	Tracey Grant	Lynn Firefr.	500.00
Bishop Connolly	Philip Tavares	American Income	1000.00
Bishop Connolly	Philip Nadeau	Mass. AFL/CIO	1000.00
Billerica	Jennifer Bennett	IUOE 4	500.00
Blackstone Valley	Nancy Bergeron	Mass. AFL/CIO Voc/Ed Award	1000.00
Boston College H.S.	Erek Bratt	RWDSU 513	1000.00
Boston College H.S.	Patrick Devine	IFPTE 105	250.00
Boston Latin	Kevin Evans	RWDSU 444	2000.00
Boston Latin Acd.	Rhonda Haynes	AFSCME 1114	200.00
Boston Tech.	Robin T. Lopes	AFSCME 1489	500.00
Braintree	Ellen McHugh	Typo 13	150.00
		Macaulay Awd.	500.00
Brockton	Mike Figueiredo	Utility 273	500.00
		Brockton CLC	500.00
Brockton	Amy Hogan	Brockton CLC	500.00
Buckingham/Brown and Nichols	Jeremy Lew	AFSCME 1114	300.00
		SUMMUP	1000.00
Canton	Kristen Smith	IBEW 2222	1000.00
Cardinal Spellman	Kevin Pelton	Plumbers 12	1000.00
Cardinal Spellman	Jennifer Denning	ATU 589	1000.00
Carver	Kelly Corthell	Ironwkrs. 7	3000.00
Carver	Susan Hogan	Henry Khoury Ad.	100.00
Cathedral/Spfld.	Michael DelNegro	F. Lavigne	2000.00
Charlestown	Mary Owens	ATU 589	1000.00
		Norfolk CLC	250.00
Chelmsford	Jennifer Pater	Chelmsford Teachers	500.00
Chelmsford	Melissa Daley	Chelmsford Teachers	500.00
Chelmsford	Kristin Sullivan	Lowell CLC	150.00
Cranston\East RI	Amy Guldhauge	Sheetmetal 17	1500.00
Dedham	Erin Harrington	Typo 13	100.00
Doherty	Joseph Blumberg	SEIU 495	750.00
Dracut	Michael Laird	RWDSU 513	1000.00
Easthampton	Michelle Goulet	SEIU 211	500.00
Falmouth	Terence Szuplat	New Bedford & Cape Cod CLC	250.00
Gloucester	Mike D'Antonio	IBEW 2321	500.00
Governor Dummer	A. Vincent	IUE 201	500.00

Granby Jr./Sr.	Robert Butler	Northampton L.C.	175.00
Gr. Lowell Reg.	Shari Durand	IBEW 1505	1000.00
Hamilton/Wenham	J. Thibeault	IBEW 103	1000.00
Hanover	Matt Sampson	IUOE 4	1000.00
Hampshire Reg.	David Peters	IBEW 7	300.00
		Mass. Bldg. Tr.	1000.00
Hull	Karen Phillips	Laborers 133	500.00
Ipswich	Wayne Staples	RWDSU 444	2000.00
Keene, NH	M. Regelski	UFCW 592	500.00
Keene, NH	Allison Nims	UFCW 592	500.00
Leominster	Adam Simmons	SEIU 285	500.00
		N.Worcester CLC	500.00
Lincoln/Sudbury	Erik Davis	SEIU 509	1000.00
Lowell	Jacqueline Cox	Lowell CLC	150.00
Lynn Classical	Colin Boyd	Lynn Teachers	500.00
Lynn English	Sharon Davis	No. Shore CLC	500.00
Lynn English	Sheri Vitali	No. Shore CLC.	500.00
Lynn English	Kim Sugden	IUE Local 201	500.00
		H. McManus Ad.	500.00
Lynn English	Jill Lamanna	Lynn Teachers	500.00
		H. McManus Ad.	500.00
Lynn English	Tina Monteiro	H. McManus Ad.	500.00
Lynn Voc. Ed.	Charlotte Budwah	Lynn Teachers	500.00
Ludlow	Kristin Lamas	RWDSU 224	1000.00
Masconamet Reg.	D. Sickmiller	AFSCME 1730	500.00
Malden Catholic	Sean McDonald	Laborers 22	500.00
Matignon H.S.	B. Manganis	ATU 589	1000.00
Medfield	Sandra Carrigan	Keches/Mallen	1000.00
Medfield	Amanda Shaw	Keches/Mallen	1000.00
Mt. Alvernia	Lisa Balzarini	Bricklayers	1000.00
Mt. Everett	Chris Pezzee	IUOE 98	1000.00
New Bedford	S. Sullivan	New Bedford & Cape Cod CLC	250.00
Newton South	Fleur Weigert	John F. Kennedy	2000.00
Newburyport	Kim Clarkson	IAMAW 1726	1000.00
Nokomis Reg., ME	Scott Jones	IUOE 4	500.00
No. Middlesex Reg.	Brendan O'Reilly	Mass. AFL/CIO A. R. Osborn Award	1000.00
Notre Dame/Hingham	Ellen McGrath	Painters DC 35	1000.00
No. Andover	Kris Marino	Laborers 22	500.00
No. Quincy	Pauline Hamilton	RWDSU 444	300.00
No. Quincy	Mark O'Neill	RWDSU 444	200.00
Oxford	Hollie Corrette	AFSCME 1153	1000.00
Oyster River, NH	Debbie Kline	Carpenters	2000.00
		Boston CLC	1000.00
Palmer	Jennifer Edwards	IUOE 98	1000.00
Peabody Veterans	Jennifer Woo	Peabody Teachers	1000.00
Peabody Veterans	Heather McCarthy	Peabody Teachers	1000.00
Peabody Veterans	Joshua Hamilton	IBEW 326	750.00
Pentucket Reg.	Melissa Dineen	IBEW 2321	500.00
Plymouth North	Nicole Mahoney	Ironworkers 7	3000.00
Plymouth South	Joseph Foley	Utility 387	500.00
Quincy	Julie McCloskey	IUEC 4	500.00
Quincy	E. Flaherty	Laborers 223	1000.00
Roxbury Latin	Leo Benoit	IBEW 2222	1000.00

St. Clare's	Lynda Morris	Typo 13	125.00
		Ciano-Clinton	500.00
St. John's	James Coleman	Frontlash	500.00
St. John's	Timothy Louzonis	SEIU 509	1000.00
St. John's	Mark Kontulis	IBEW 2325	500.00
St. Mary's/Law.	Kathleen O'Shea	John A. Callahan	500.00
St. Mary's/Law.	Sheri Salvati	Laborers 175	250.00
St. Mary's/Law.	Dorothy Janeczak	Laborers 175	250.00
St. Mary's/Law.	Melissa Cardoza	Law./Hav. CLC	200.00
St. Peter Marian	Robert Morris	IBEW 2325	500.00
Salem	Michael Desilets	IBEW 2321	500.00
Salem	Michael Milani	Carpenters	2000.00
Salem	James Tierney	Salem Teachers	200.00
Salem, NH	Sandy Barrow	TWU 507	500.00
Salem, NH	M. Sullivan	ATU 589	1000.00
Scituate	Mark Donovan	Sheetmetal 17	8000.00
Sharon	Josh Baron	IBEW 103	1000.00
Shrewsbury	Kathy Vandersea	SEIU 509	1000.00
Somerville	Christine Albano	Painters DC 35	1000.00
Stoughton	Stacy Trushin	Glaziers 1044	1000.00
Spfld. Central	Jeffery Dean	Pioneer Vy. CLC	100.00
Tantasqua Reg.	C. Mangion	Salvatore Camelio	500.00
Tewksbury Mem.	Arthur Merritt	IUEC 4	500.00
		Norfolk CLC	250.00
Waltham	Lori Shomphe	Laborers 560	500.00
Watertown	Ann Marie Joyce	AFSCME 402	1000.00
Westfield	Jacob Bushior	SEIU 509	750.00
Weymouth	Dennis Dolan	Pipefitters 537	250.00
Weymouth	Mike Broderick	Pipefitters 537	1000.00
Weymouth	Tracey Atkinson	Carpenters 424	500.00
Williston/Northptn	Sara Kingdon	James W. Debow	250.00
Winchester	Jennifer Delaney	IUOE 4	1000.00
Winchester	Wayne Vaters	Ironworkers DC	1000.00
Winthrop	Sean Magee	TWU 507	500.00
Xaverian Bros.	Todd Kerr	Pipefitters 537	250.00

UFCW Local 1459 Scholarship Winners:

$1000 - Peter Hurlbut, Stop & Shop/Hadley
500 - Christopher Mania, Caldor/Lincoln, RI
500 - Jason Corriveau, Mother-Caldor/Woonsocket, RI
500 - Tracey Atkinson, Caldor/Weymouth
500 - Katherine Brickell, Caldor/Canton
250 - Brian Garrity, Caldor/Chelmsford
250 - Megan Shiels, Mother-Northampton VNA
250 - Damien Martin, Stop & Shop/Liberty St., Spfld.
250 - Patricia Engeman, Chicopee Municiple Home

NOTE: Some of the Scholarships listed in the brochure are awarded through the local union and are not listed above.

1991 SCHOLARSHIP EXAM

1. The National AFL/CIO merged in:

a. 1935
b. 1940
c. 1955
d. 1960

2. A union shop clause in a collective bargaining contract:

a. Requires the employer to hire from the union
b. Requires the employee to join the union after a specified period of time.
c. Lets the union run the shop
d. Makes it voluntary for the worker to join the union.

3. Act hailed as Labor's Magna Carta:

a. The Taft-Hartley Act
b. The Wagner Act
c. The Norris-LaGuardia Act
d. The Civil Rights Act

4. Which workers took part in the 1911 "Bread and Roses" Strike?

a. Chicago meat-packing workers
b. Detroit auto workers
c. Lawrence textile workers
d. Pittsburgh steel workers

5. The sector of the American economy which has grown the most in the past decade is:

a. Government sector
b. Service sector
c. Manufacturing sector
d. Agricultural sector

6. Most union contract disputes not otherwise resolved through the grievance process must be settled through:

a. Arbitration
b. Strikes
c. Fact-finding
d. Mediation

7. "Right to Know" legislation refers to:

a. Right of workers and residents to know about toxic substances in the workplace to which he might be exposed.
b. Right of workers to accurate information regarding their employer's profits or losses
c. Right of workers to know their company discipline records
d. Right of workers to know the salaries of company executives

8. The labor leader who spent six months in jail for contempt of court after the Pullman Strike of 1894 was:

a. Eugene V. Debs
b. Walther Reuther
c. John L. Lewis
d. George Meany

9. Which of the following does *not* describe the Industrial Workers of the World (IWW)?

a. Opposed U.S. involvement in World War I
b. A revolutionary organization
c. Always worked closely with the AFL
d. Led the 1912 Textile strike in Lawrence, Ma

10. During the early part of the 1800's children:

a. were widely employed in the textile mills
b. were in public school six hours a day
c. were protected by child labor laws
d. had nothing to do, since there were no schools and they couldn't work.

11. The 1920's was a period of:

a. major gains for labor
b. prosperity for everyone
c. considerable hardship for many unemployed workers
d. little labor unrest

12. Which of the following is *not* a violation of labor law:

a. Secondary boycott
b. Yellow dog contract
c. Closed shop
d. They are all violations

13. Which of the following statements about women workers is true?

a. The proportion of women union members has grown recently
b. No women is President of major U.S. labor organization
c. Women are not allowed to apprentice in the Building Trades
d. Women are less interested in joining unions because they are secondary wage earners.

14. The Knights of Labor reached a peak membership of about:

a. 40,000
b. 250,000
c. 750,000
d. 3,500,000

15. Which of the following were *not* accepted into the Knights of Labor?

a. Carpenters
b. Farmers
c. Unskilled workers
d. Lawyers

16. Were used to fight unions following World War I:

a. Company unions
b. The fear of Bolsheviks
c. Armed guards
d. All of the above

17. The first attempt at a countrywide federation of unions in 1834 was:

a. The National Labor Union
b. The American Federation of Labor
c. The Industrial Workers of the World
d. The Knights of Labor

18 The Act which tipped the scales in favor of management and allowed individual states to outlaw union security clauses:

a. Taft-Hartley Act
b. Wagner Act
c. Clayton Act
d. Landrum-Griffin Act

19 The famous case in which the courts assessed significant damages against union members for restraint of trade under the Sherman Antitrust Act was:

a. Danbury Hatters
b. Commonwealth of Massachusetts vs. Hunt
c. Pullman Strike
d. Philadelphia Cordwainers

20. The union leader who was sent to jail for giving a speech opposing World War I was:

a. William Foster
b. Elizabeth Gurley Flynn
c. Phillip Murray
d. Eugene V. Debs

21. Which of the following was *not* considered patriotic under the NAM sponsored "American Plan":

a. Strikebreaking
b. Union organizing
c. Blacklisting
d. Vigilantism

22. The first head of the CIO was:

a. Walther Reuther
b. William Foster
c. John L. Lewis
d. Eugene V. Debs

23. According to John L. Lewis, the CIO unions were expelled from the AFL in 1936 because:

a. They believed in craft unionism
b. They believed in industrial unionism
c. CIO organizing hurt AFL unions
d. They believed in organizing the unorganized

24. During World War II:

a. The AFL advocated an isolationist position
b. The AFL and CIO began to redevelop close ties
c. The AFL and CIO opposed the war as imperialistic
d. All of the above

25. Walter Reuther was:

a. President of the Union Auto Workers
b. The son of a socialist
c. President of the CIO
d. All of the above

26. The large union that recently re-joined the AFL/CIO is:

a. United Electrical Workers Union
b. State, County, Municipal Workers Union
c. Teamsters Union
d. United Mine Workers Union

27. The concept of free public education was:

a. Opposed by labor
b. Championed by labor
c. First proposed by government and the press
d. Supported by business

28. Educational leaders found their principal support for universal free public education in:

a. The press
b. The federal government
c. The business community
d. The labor unions

29. In the 1980's union membership has:

a. declined in both absolute numbers and in percent terms
b. declined only in absolute terms
c. increased only in absolute terms
d. increased in percent terms

30. Which of the following is the least unionized region:

a. New England
b. Great Lakes region
c. Mid-Atlantic States
d. Sunbelt

Essay Question

During the November 1990 election campaign, the Massachusetts AFL/CIO played a lead role in the coalition to defeat the Citizens for Limited Taxation's (CLT's Question 3) ballot initiative.

If successful the CLT petition would have removed 6 billion dollars from the State budget in the following 30 months.

In 1200 words or less, please detail why an equitable tax policy is essential to provide for the following objectives:

1. Kindergarden - 12th Grade Education
2. Vocational Education
3. State supported higher education
4. Human Services

FLEUR WEIGERT
Newton South High School

Winner of the John Kennedy Scholarship Winning Essay

Unfortunately, Massachusetts citizens pay a lot of money each year for taxes. The economy is currently in a recession, and such a large portion of one's income being spent on taxes severely hurts many families. However, because of Massachusetts' increasing budget deficit and the need to bail out many businesses and banks, as well as to continue to provide for such basic needs as public education and human services, the tax rate will either have to increase or at the very least, remain the same. It would be fateful for any money to be removed from the budget at this time.

Barbara Anderson and other supporters of the recent CLT petition argued that the money is in fact there, in the State House, to continue all of the necessary services, but because of mismanagement and overspending in certain areas, too much money is being wasted. They proposed that a reallocation of funds, including major cuts in governmental salaries and expenses, would solve the problem. They failed to see the complexity of the situation, and assured the voters that life for them would not change drastically were Question 3 to be passed.

Massachusetts voters responded in an interesting manner. They overturned the CLT proposal, yet voted for William Weld, a self-pronounced CLT supporter. Analysts suggest that most voters realize the need for taxes, but do not want to offer their incomes freely. It was a cry for help, and a call for change, but not a vote to remove 6 billion dollars from the State budget.

Bill Weld has heard the voices of the people of Massachusetts by making sweeping cuts in the budget to save the economy from hitting rockbottom, without mentioning Question 3. He knows that was, nor never will be the answer. He recently announced his proposals for budget cuts, which affected everything from medical care, to fire and police services. There is not enough money as it is; the absence of 6 billion additional dollars would have been devastating.

No one claims that Massachusetts spends every dollar wisely, but to punish innocent people as the CLT amendment would have done is not the answer. A long term upheaval of excessive spending practices is necessary, but even when no pennies are wasted, there will still be hungry people. Massachusetts, as well as the United States, is one of the least taxed areas in the world. It also has one of the greatest number of homeless people among the other developed nations. To be even greedier by cutting taxes would continue the cycle of the "me" decade of the 1980's, and move even slower towards the "me" decades of the future.

Public schools receive a limited budget from the State. Each year, cities have to make cuts, thereby lessening the quality of education. Each teacher fired causes bigger classes, less individual attention, and less graduating seniors at the end of high school. More students are allowed

to "slip through the cracks", and more end up on the streets. This eventually depletes the educated working class, makes the country less technologically advanced, and makes the U.S. more dependent on foreign nations. Statistics already show that math and science scores from U.S. students are much lower than other nations. It is not surprising that countries with high tax rates, such as Japan and Sweden, produce smarter high school graduates. They are committed to education; no one there disputes the need to pay for it.

Vocational education is extremely important in fostering growth for our own goods and services. A lack of funds for this type of skills training would provide a surplus of cheap labor, and a low quality of goods being exported from the U.S. We receive an income from other countries who want to buy products made in America. If these products become cheaply made and assembled by underpaid and undertrained workers, no one will want to buy them. It would cost more money in the future to become even more dependent on foreign goods than to pay taxes now to train vocational workers.

College tuition rates are growing uncontrollably. More people are relying on public universities to receive a college education. These universities receive grants and subsidies from the state government, or taxes. A reduction in state funds to public universities will mean less people who are college educated, more unemployed, and eventually more homeless. The state has to pay sometime, whether now or later. Each reduction in state spending eventually results in more spending later on down the road. It's time to proact, not react.

Cuts have already been made to schools and human services. There are fewer shelters, less food, and more homeless and unemployed. While the state budgets have gone down by 30 billion dollars in the last decade for human services the number of homeless people has tripled. On any given day there are 100,000 Massachusetts children without a permanent residence. These children will most likely receive little higher education, and soon enter into a untrained workforce. The cycle continues.

The rich people of our state have enough tax breaks as it is. It is they who scream the loudest for lower taxes. "As the rich get richer, the poor get poorer", or so the saying goes. Public education already received a great blow with Proposition 2 1/2 which limits the Property Tax from being over 3.5%. Year after year there are calls for overrides, as in Newton last year. There just isn't enough money, without an equitable tax policy, to educate children, train workers and to house families.

April 28, 1991

Robert Haynes
Secretary-Treasurer
& Education Director
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Haynes

I am writing to thank you for awarding me the John F. Kennedy Memorial Scholarship. I was very pleased to win the essay contest, and the monetary reward will help immensely with next year's college tuition. I apologize for not being able to accept the award in person, but my participation in a school play has caused me to be unable to attend the awards ceremony.

The AFL-CIO functions as an integral part of the Massachusetts labor force. By sponsoring scholarship opportunities such as this contest, they also help to ensure a future labor force that will serve the state to their fullest capacity. Hopefully by the time I enter the workforce; the Massachusetts economy will be in a better condition. However, it will take hard work and cooperation between government, businesses, and workers.

My work on the school newspaper has introduced me to some of the complexities of the state government, especially concerning taxes. As alluded to in the contest essay question, the success of such groups as the CLT would only hinder the state's fiscal crisis. After reading the union booklet for this contest, I realize the full importance of unions in aiding the economy in times of trouble. I am confident that the AFL-CIO will continue its tradition of strength in striving for the best possible conditions for its workers, even in rough times such as these.

I will be attending Tufts University in the fall, where I hope to study English and Psychology. This award has encouraged me to pursue my writing interests, and I am looking forward to studying famous authors and practicing many new styles of writing next year.

Thank you again for this award.

Sincerely,
FLEUR CORINNE WEIGERT

FINANCIAL STATEMENT

GREEN & DIMINICO
A PROFESSIONAL CORPORATION
CERTIFIED PUBLIC ACCOUNTANTS

ROBERT L. GREEN, CPA
JOHN A. DIMINICO, CPA

Massachusetts AFL-CIO Council

We have reviewed the accompanying statement of assets, liabilities and fund balance - modified cash basis of the Massachusetts AFL-CIO Council as of June 30, 1991 and the related statements of revenues, expenses and fund balance, and cash flows - modified cash basis for the year then ended in accordance with standards established by the American Institute of Certified Public Accountants. All information included in these financial statements is the representation of the management of the Massachusetts AFL-CIO Council.

A review consists principally of inquiries of company personnel and analytical procedures applied to financial data. It is substantially less in scope than an examination in accordance with generally accepted auditing standards, the objective of which is the expression of an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting, as described in the Notes.

Our review was made for the purpose of expressing limited assurance that there are no material modifications that should be made to the financial statements in order for them to be in conformity with the modified cash basis of accounting. The information included in the accompanying schedule of expenses - modified cash basis is presented only for supplementary analysis purposes. Such information has not been subjected to the inquiry and analytical procedures applied in the review of the basic financial statements, but was compiled from information that is the representation of management, without audit or review. Accordingly, we do not express an opinion or any other form of assurance on the supplementary information.

Green & Diminico, P.C.

August 22, 1991

280 HILLSIDE AVENUE • NEEDHAM, MA 02194 • (617) 449-2220 • 444-4890

MASSACHUSETTS AFL-CIO COUNCIL

STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE - MODIFIED CASH BASIS

June 30, 1991

ASSETS

Current assets:	
Cash	$177,132
Prepaid expenses and other current assets	1,147
Total current assets	178,279
Property and equipment:	
Office equipment	73,132
Motor vehicle	19,824
	92,956
Less accumulated depreciation	22,264
	70,692
Other asset -	
Israel bond	1,000
	$249,971

LIABILITIES AND FUND BALANCE

Current liabilities:	
Note payable	$ 508
Payroll taxes payable	448
Total current liabilities	956
Fund balance	249,015
	$249,971

See accountants' review report.

The accompanying notes are an integral part of these financial statements.

MASSACHUSETTS AFL-CIO COUNCIL

STATEMENT OF REVENUES, EXPENSES AND FUND BALANCE - MODIFIED CASH BASIS

Year ended June 30, 1991

Revenues:	
Per capita	$ 864,581
Grants	78,736
Charitable fundraising	23,453
Ad book sales	68,754
Conferences and conventions	84,351
Political fundraising	22,325
Interest	8,355
Other	65,130
Total revenues	1,215,685
Expenses	1,242,371
Excess of expenses over revenues	(26,686)
Fund balance, July 1, 1990	275,701
Fund balance, June 30, 1991	$ 249,015

See accountants' review report.

The accompanying notes are an integral part of these financial statements.

MASSACHUSETTS AFL-CIO COUNCIL

SCHEDULE OF EXPENSES - MODIFIED CASH BASIS

Year ended June 30, 1991

Cash expenses:	
Salaries	$ 434,607
Conferences and conventions	111,923
Office supplies and expenses	76,248
Group insurance	70,248
Pension plan	58,470
Printing	57,406
Travel and entertainment	56,478
Meetings	39,977
Ad book sales expense	37,289
Rent	35,967
Payroll taxes	35,661
Postage and deliveries	33,956
Charitable contributions and events	27,170
Utilities and telephone	20,677
Motor vehicle expenses	20,527
Political contributions	14,525
Legal and accounting	13,784
Consulting	12,350
Scholarship expense	11,450
Strike support and rally expenses	9,433
Repairs and maintenance	6,828
Grants	6,400
Frontlash	6,353
Insurance	6,137
Dues and subscriptions	5,801
Equipment rental	5,613
Fundraising expenses	4,910
Advertising	4,509
Taxes, other	2,136
Other expenses	6,999
Total cash expenses	1,233,832
Non-cash expense -	
Depreciation	8,539
Total expenses	$1,242,371

See accountants' review report.

RESOLUTIONS

RESOLUTION NO. 1
Privatization

Whereas: "Privatization" (Contracting Out) is a shift in services from unionized state or municipal employees to non-union, private sector contractors.

Whereas: Privatization means low wages, few benefits and generally reduced health insurance, which increases turnover and can lead to a deterioration of the service provided.

Whereas: The drive to privatize public services to private profit-making firms continues at an increasing pace in many jurisdictions throughout this country. With state and local governments facing reduced revenues from federal budget cuts, many public officials are mistakenly looking at privatization as the as the cure-all. Government managers can sometimes achieve short-term solutions which slash personnel costs but do not consider long-term budgetary and service considerations.

Whereas: the private delivery of public services has in many cases resulted in higher costs, poorer services, decreased accountability, higher turnover rates, lower quality of services, large profits and corruption;

Whereas: the term "non-profit" does not mean low wages for executives, Vinfin, the states largest mental health and mental retardation vendor, pays its top 5 executives over $100,000 each.

Whereas: corruption comes in many forms, including: lowballing, sweetheart deals, and outright fraud.

Whereas: privatization promotes corruption not competition, as can be seen in the scandal at the Center for Humanistic Change, a non-profit Springfield based vendor.

Whereas: Since his election as Governor of Massachusetts, Governor Weld has consistently sought to downsize state government by proposing that private non-union firms replace many of the functions traditionally performed by unionized state employees.

Whereas: What Governor Weld initially called entrepreneurial government has become nothing more than an all out attack on state employees.

Whereas: The Governor has recommended the privatization of state facilities that turn a profit, including but not limited to, several skating rinks in the Department of Environmental Management.

Whereas: The Commonwealth has plans to close: Lakeville Hospital, Cushing Hospital, Rutland Hospital, Dever State School, Berry Regional Center, Wrentham's Dexter Unit at Foxboro, Northampton State Hospital, Danvers State Hospital and Metropolitan State Hospital; and

Whereas: These facilities act as the safety net for the State's most helpless citizens.

Whereas: Many of the patients being transferred out of these facilities are not receiving the promised "equal or better" treatment in the private facilities.

Whereas: Many cities, towns and counties are also deciding that the privatization of services such as snow removal, trash collecting, and town maintenance would be less costly than paying public employees' salaries and benefits.

Therefore Be It Resolved: That the Massachusetts AFL/CIO reaffirm its opposition to the privatization of any public work which has traditionally been performed by public employees. That all city, town, county and state locals must continue to resist such efforts, utilizing the resources of the council and the international union to point out to the employer and the public the real costs and disadvantages.

Therefore Be It Further Resolved: That the Massachusetts AFL/CIO fully support House Bill 5889 which would prevent the closing of the 9 facilities by requiring: an immediate economic impact analysis of the effect each closing would have on its regional economy, the creation of individual service plans for all affected clients, a statement on proposed land use, and legislative approval.

Therefore Be It Further Resolved: That the Massachusetts AFL/CIO continue to use all tactics including publicity campaigns, negotiations, cost comparison studies, lobbying, legal remedies, community support and legislation to restrict the privatization of public services.

(Submitted by Herbert Ollivierre, President, AFSCME Council 93 and Vice President of the Massachusetts AFL/CIO and Joseph Lydon, Executive Vice President of AFSCME Council 93 and Executive Vice President of the Massachusetts AFL/CIO)

RESOLUTION NO. 2
Excise Tax Resolution

Whereas: Increases in excise taxes on tobacco products are frequently considered as sources of additional revenue to fund State programs, and

Whereas: Excise taxes are by nature regressive and put an unfair burden on low and moderate-income American working families, and

Whereas: Opposition to excise taxes is entirely consistent with the AFL/CIO's support of progressive taxation based on the ability to pay,

Therefore Be It Resolved: That the Massachusetts AFL/CIO opposes any increase in excise taxes including those mandated by initiative-petitions appearing on the November 1992 ballot because of the unfair burden these taxes place on the American workers and their families, and

Be It Further Resolved: That the Massachusetts AFL/CIO supports the belief that any new taxes being considered including initiative-petitions should be progressive and based on the ability to pay.

(Submitted by the Bakery, Confectionery and Tobacco Workers' International Union, Local 348, AFL/CIO)

RESOLUTION NO. 3
Boycott Folgers Coffee

Whereas: The government and the armed forces of El Salvador are waging a violent war against their own people in order to defend a grossly unjust and oppressive social order; and

Whereas: The government and the armed forces of El Salvador continue to bomb union halls, murder union members, and destroy labor unions; and

Whereas: The government and the armed forces of El Salvador receive over $1 million per day in aid from the Bush administration, aid that is used to pay for murder and repression; and

Whereas: Folgers is the major buyer of Salvadoran coffee and refuses to switch to coffee from another country even though the money it pays for Salvadoran coffee ends up paying for the murder of trade unionists; and

Whereas: The AFL/CIO opposes all military aid to El Salvador and supports trade sanctions against that country because of its record of labor rights abuses; and

Whereas: It is against the basic values and evident self-interest of AFL/CIO members to pay for murder and union-busting in El Salvador,

Therefore Be It Resolved: 1.) That the Massachusetts AFL/CIO Council congratulates the National AFL/CIO for opposing military aid to El Salvador and for advocating trade sanctions against that country; and 2) That the Massachusetts AFL/CIO urges the National AFL/CIO to endorse the boycott of Folgers coffee until that company stops bankrolling death squads with its purchases of coffee from El Salvador.

(Submitted by: Tess Ewing, President LDCIU Local 66, 8/28/91)

RESOLUTION NO. 4
Resolution In Support Of Advertising Rights

Whereas: There have been attempts at the local, state and federal level to prohibit the advertising and promotion of legal products, and

Whereas: A ban of advertisements of a legal products threatens the First Amendment guarantee of free speech, and

Whereas: The Supreme Court has accorded advertising and other forms of commercial speech significant protection under the First Amendment, and

Whereas: The constitutional guarantee of free speech allows the individual consumer to make an informed, rational and free choice among all lawful courses of action, and

Whereas: Any ban on advertising would result in a loss of jobs for those unions who represent members in the advertising, printing and other affected industries.

Therefore It Must Be Resolved: That the Massachusetts AFL/CIO recognizes the need for First Amendment protection as basis to the fundamental values of our political and economic systems, and

Be It Further Resolved: That the Massachusetts AFL/CIO go on record as opposing all government prohibitions on the advertising and promotion of legal products.

(Submitted by: Richard F. Morgan, General Representative for the 7th District, International Brotherhood of Painters and Allied Trades, AFL/CIO, CFL)

RESOLUTION NO. 5
Boycott Folgers Coffee

Whereas: The government and the armed forces of El Salvador are waging a violent war against their own people in order to defend a grossly unjust and oppressive social order; and

Whereas: The government and the armed forces of El Salvador continue to bomb union halls, murder union members, and destroy labor unions; and

Whereas: The government and the armed forces of El Salvador receive over $1 million per day in aid from the Bush administration - aid that is used to pay for murder and repression; and

Whereas: The government and the armed forces of El receive almost $200 million per year from the sale of coffee - money that is also used to finance death squads and union-hall bombings; and

Whereas: Folgers is the major buyer of Salvadoran coffee and refuses to switch to coffee from another country even though the money it pays for Salvadoran coffee ends up paying for the murder of trade unionists; and

Whereas: The AFL/CIO opposes all military aid to El Salvador and supports trade sanctions against that country because of its record of labor rights abuses; and

Whereas: It is against the basic values and evident self-interest of AFL/CIO members to pay for murder and union-busting in El Salvador.

Therefore Be It Resolved: 1. That the Massachusetts AFL/CIO congratulates the National AFL/CIO for opposing military aid to El Salvador and for advocating trade sanctions against that country; and 2.) That the Massachusetts AFL/CIO urges the National AFL/CIO to endorse the boycott of Folgers coffee until that company stops bankrolling death squads with it purchases of coffee from El Salvador.

(Submitted by Dave Slaney, President, United Steelworkers of American Local 2431, 8/20/91)

RESOLUTION NO. 6
Importation Of Electric Energy From Canada

Whereas: The original treaties between the United States and Canada dealing with the exchange of electrical energy were basically designed to provide for relatively equal exchanges between the two countries. The first electric power transmission line was built at Niagara Falls in 1901 to provide energy exchanges in time of great need. The Canadian System at the time was almost exclusively hydro-electric. Therefore, it has great abundances of energy during the spring thaw and runoff. So that this excess or surplus of electricity would not be wasted, it was imported into the United States. Then in the late summer and fall when the water levels were low in Canada, an almost equal supply was exported from the United States in exchange for the amounts imported in the spring.

Whereas: More recent agreements involving Massachusetts utilities and Canada call for greater and greater supplies of electrical energy and longer term contracts based on the price of oil and;

Whereas: Massachusetts based utilities have begun, over the past fifteen years, to encounter greater and greater delays obtaining approvals for construction of new generating plants or expansion of existing plants. Many of these Massachusetts Utilities have turned to Canada where such delays are not nearly as extensive and;

Whereas: Current agreements between Massachusetts utilities and Canada include Hydro-Quebec Phase I (which began in 1986 and will run through 1995) and Phase II (which will begin supplying additional Canadian power to Massachusetts in 1991 through the year 2000). Under these agreements, Canada will supply approximately 10% of the electric energy required by Massachusetts by the year 1991 and;

Whereas: Phase II of HydroQuebec will have serious environmental effects on the Canadian wilderness and permanently threaten the life style and culture of the Cree Indians who have requested the Massachusetts AFL/CIO's assistance and;

Whereas: Canada and a number of Massachusetts utilities are negotiating long term contracts to double or even triple the amount of additional Canadian energy imported by Massachusetts, over and above HydroQuebec Phase I and II, and thereby substantially increase our dependence upon Canadian energy supplies and;

Whereas: These prospective long term agreements are serious threats to the jobs and well being of Massachusetts workers in the utility industry as well as to many thousands of other workers involved in the construction field.

Whereas: The unrestricted importation of electricity produces the same destruction of jobs as the importation of any other goods manufactured outside the United States. Such unqualified imports of electricity will destroy jobs throughout Massachusetts. The fact that electricity is a manufactured product is too easily forgotten. Yet U.S. dollars paid for imported electricity have just as devastating an effect on the balance of payments problem as dollars paid for any other imported product and;

Now Therefore Be It Resolved: That the Massachusetts AFL/CIO Convention strongly oppose any importation of Canadian electricity beyond 10% of the state's electric energy needs as a substantially threat to jobs and further economic growth in Massachusetts and our need for energy independence from foreign sources.

(Submitted by Frank Toland, President, Utility Workers Local 387 and Joseph Faherty, President, Massachusetts AFL/CIO)

RESOLUTION NO. 7
Support For American Shipping And Shipbuilding Industries

Whereas: American owned and manned vessels currently carry only 5% of American foreign trade and;

Whereas: Foreign governments have enacted burdensome restrictions on U.S. Flag carriers and government subsidies of their own fleet and;

Whereas: Thousands of skilled American workers, including those of the Fore River Shipyard, have lost jobs due to the neglect of the American shipbuilding industry and;

Whereas: The Gulf War illustrated the importance of an American fleet and American shipyards for servicing, repair and production to ensure national security;

Therefore Be It Resolved: That the Governments of the United States and Massachusetts make a concerted effort to save American shipbuilding and shipping industry by using every means at their disposal to revitalize the critical sector of our nation economy.

(Submitted by Executive Officers, Massachusetts AFL/CIO)

ESOLUTION NO. 8
Support Of MassCOSH

Whereas: Since its founding in 1976, the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) has renderer valuable assistance to the workers of Massachusetts through educational programs for Unions and legal and technical advice on Occupational Safety and Health matters; and

Whereas: The Twentieth Convention of the Massachusetts State Labor Council, AFL/CIO in 1977 went on record in support of MassCOSH, and

Whereas: MassCOSH has consistently supported the efforts of organizer labor to fight against attacks on OSHA by corporations and their conservative political allies and the current administration, and

Whereas: The continued support and expanded participation of organized labor is vital to the future growth of MassCOSH that will enable it to be of greater assistance to a larger segment of the Massachusetts work force; now

Therefore Be It Resolved: That the 34th Annual Convention of the Massachusetts AFL/CIO go on record as reaffirming its support of MASSCosh and its vital role in educating and protecting Massachusetts workers and;

Be It Further Resolved: That the Massachusetts State Labor Council, AFL/CIO urge all of its affiliated Local Unions to support MassCOSH by affiliating with it and active participation in it.

(Submitted by Massachusetts AFL/CIO Health & Safety Committee, Robert Spinney, Chairman)

RESOLUTION NO. 9
Support For Environmental Committee

Whereas: American and Massachusetts's rivers and harbors are polluted, their lands contaminated by toxic wastes and chemicals, many of their wells poisoned, our air filled with pollution and acid rain and;

Whereas: The progress in solving this threat to our nation's future has been slowed by government coverup and delay on clean-up programs and;

Whereas: This overwhelming problem cannot be solved without the participation of all Americans and the organizations that represent them and;

Whereas: The Massachusetts AFL/CIO Environmental Committee has begun the process of building a credible voice for working people on this issue and;

Whereas: Organize Labor has a responsibility to advocate for a clean, safe environment that creates and maintains jobs.

Therefore Be It Resolved: The Massachusetts AFL/CIO fully supports the Environmental Committee's efforts and encourages affiliated unions to participate in the Committee.

(Submitted by the Massachusetts AFL/CIO Environmental Committee, Nick Zeo, Chairman)

RESOLUTION NO. 10
Reform Of OSHA

Whereas: Workers health and safety is paramount to the lives of Massachusetts employees and their families and;

Whereas: The Reagan and Bush Administration have systematically dismantled the Occupational Safety and Health Administration (OSHA) through neglect and underfunding and;

Whereas: This disregard for OSHA has resulted in the injury and death of Massachusetts and union members and;

Whereas: National attention has been focused on work-place safety and the staggering human and economic costs of injuries with the AFL/CIO's Workers' Memorial Day campaign.

Therefore Be It Resolved: The Massachusetts AFL/CIO go on record as strongly supporting the Comprehensive Occupational Safety and Health Reform Act (COSHRA - H.R. 3160/S.1622) as filed by Senator Edward M. Kennedy and;

Be It Further Resolved: The Commonwealth of Massachusetts be urged to join the Federal Data Base on Injury Reports and purchase the services of said organization.

(Submitted by the Executive Officers and the Health & Safety Committee)

RESOLUTION NO. 11
Health Care For All

Whereas: Massachusetts working families face the escalating cost of health care and these costs are having a negative impact on collective bargaining and;

Whereas: These costs are threatening the availability and access to necessary medical care for working families, the working poor and the unemployed and;

Whereas: The Weld Administration has targeted the health insurance coverage of public sector workers for cost shifting and benefit reduction and;

Whereas: Massachusetts has a Unviersal Health Care Law.

Therefore Be It Resolved: The Massachusetts AFL/CIO fully supports the Employer Mandate of the Universal Health Care Law that requires companies to pay their fair share of costs if they refuse to offer health coverage to the workers and;

Be It Further Resolved: That the union movement join with Health Care For All in a campaign to publicize the Unemployed Medical Benefit available in the Universal Health Care Law to jobless workers collecting UI and protect this vital program from elimination and;

Be It Further Resolved: That groups such as Health Care For All fill an important role as advocates for access to care. The affiliates of the Massachusetts AFL/CIO are encouraged to support both morally and financially Health Care For All.

(Submitted by Executive Officers and Health & Safety Committee)

RESOLUTION NO. 12
Support For Economically Targeted Investment Of Pension Funds

Whereas: Pension funds represent the largest pool of investment capital in the United States, and

Whereas: The bulk of these funds were negotiated as "deferred wages" under collective bargaining agreements between unions and employers, and

Whereas: Many pension funds are being used to subsidize capital investment in non-union construction, non-union manufacturing concerns and foreign nation's economies where fundamental labor rights are non existent.

Therefore Be It Resolved: That every effort be made to exert influence on union pension funds to guarantee investment in development and industries where union members will be provided work, and

Be It Further Resolved: That we support the efforts of workers and our unions to gain access to the decision making process in the investment of our deferred income benefit funds.

Be It Further Resolved: That the Massachusetts AFL/CIO strongly urges all Taft-Hartly pension fund trustees to attend the "Invest In Massachusetts" Conference at the Sheraton-Boston, October 30 - November 1, 1991 to explore and discuss ETI.

(Submitted by Joseph Nigro, Boston Building Trades Council)

RESOLUTION NO. 13
Affiliation

Whereas: Only through participation and solidarity can the programs, goals and objectives of the Massachusetts AFL/CIO Council be successfully carried out, and

Whereas: Many local unions are still not affiliated with the Massachusetts AFL/CIO, and

Whereas: These unions have benefitted from the success of our legislative and political programs without sharing the costs of maintaining these programs.

Therefore Let It Be Resolved: That the Massachusetts AFL/ CIO Council initiate a comprehensive affiliation program, putting emphasis on one-on-one organizing meetings with the officers of non-affiliated locals.

(Submitted by Robert J. Haynes, Secretary/Treasurer, Massachusetts AFL/CIO)

RESOLUTION NO. 14
Organizing Support

Whereas: Organizing the unorganized remains the fundamental mission of the Labor Movement, and

Whereas: Plant closings and severe layoffs in our traditional industrial base have weakened the Labor Movement, and

Whereas: It is imperative that we in Labor continue to make inroads by organizing wherever the opportunity exits.

Therefore Be It Resolved: That the Massachusetts AFL/CIO Council pledges to assist our affiliated locals with organizing leads, political assistance or any logistical support we are capable of providing to the organizers of our affiliated unions.

(Submitted by the Massachusetts AFL/CIO Executive Council)

RESOLUTION NO. 15
Enforcement Of Laws By Labor And Industries

Whereas: The Massachusetts Department of Labor and Industries is the primary state agency responsible for monitoring and ensuring the compliance of employers to the Labor laws of the Commonwealth and;

Whereas: The Prevailing Wage Law, Blue Laws, Child Labor Laws, the Right-to-Know, Anti-Takeover and other critical Labor laws fall under the enforcement jurisdiction of Labor and Industries and;

Whereas: The rights of working families, their safety and economic future depend on enforcement of Labor laws and;

Whereas: The Weld Administration has reduced staff and emphasis at Labor and Industries.

Therefore Be It Resolved: The Massachusetts AFL/CIO and its affiliated unions contact the Governor, Secretary of Labor, Commissioner of Labor and Industries, the Chairperson of the Commerce and Labor Committee to dual enforcement of the Labor Laws of the Commonwealth.

(Submitted by the Executive Council)

RESOLUTION NO. 16
Prevailing Wage

Whereas: The Prevailing Wage Law has been an integral part of the Commonwealth of Massachusetts' economic success for eighty years, and

Whereas: The Prevailing Wage Law protects communities, workers and contractors from reckless wage-slashing by state government, and

Whereas: The Prevailing Wage Law has encouraged training minorities and women and has been endorsed by the NAACP, the A. Phillip Randolph Institute and the National Women's Political Caucus, and
Whereas: The Prevailing Wage Law insures that the Commonwealth of Masschusetts and its residents will receive quality construction with its ensuing long term savings, and

Whereas: The critics of Prevailing Wage Statute are those very groups whose economic interests would benefit by low wages, including the Associated Builders and Contractors, the U.S. Chamber of Commerce and the National Right-To-Work Committee, and

Whereas: The citizens of Massachusetts overwhelmingly supported the Prevailing Wage Law on the 1988 Ballot question, and;

Whereas: The Weld Administration has chosen an anti-worker, anti-prevailing wage zealot, Steven Toco as a chief advisor.

Therefore Be It Resolved: The Massachusetts AFL/CIO take all measures necessary to protect the Prevailing Wage Law.

(Submitted by James Farmer, Executive Vice President, Massachusetts AFL/CIO)

RESOLUTION NO. 17
Corporate Tax Reporting

Whereas: The Massachusetts AFL/CIO has a long history of fighting for economic justice for working families in the Commonwealth; and

Whereas: The Massachusetts AFL/CIO has long been in the forefront of working for tax justice; and

Whereas: The public and elected officials have no way of knowing whether specific big businesses are paying their fair share in state taxes; and

Whereas: 50,000 corporations paid the minimum corporate tax of $228 in 1986, far less than the average family; and

Whereas: 921 corporations with gross receipts or $10 million paid the minimum corporate tax of $228 in 1986; and

Whereas: Businesses' share of taxes paid in Massachusetts ranks 49th of all 50 states; and

Whereas: Banks, insurance companies and publicly - traded corporations are required by state or federal law to report what they pay in federal taxes; and

Whereas: A state law that required these businesses to report what they pay in state taxes would be an important step towards greater tax fairness; and

Whereas: The Tax Equity Alliance for Massachusetts (TEAM) has filed a ballot initiative that would require banks, insurance companies and publicly-traded corporations to report what they pay in state taxes; and

Whereas: A corporated tax reporting law is opposed by many of the same forces that opposed Question 2 in 1988 and Question 3 in 1990;

Whereas: In order for the initiative to reach the ballot, over 70,000 signatures of registered voters across the Commonwealth must be collected between September 18 and November 20, 1991 (November 25 in Boston);

Therefore Be It Resolved: That the Massachusetts AFL/CIO hereby endorses TEAM's corporate tax reporting initiative; and

There Be It Further Resolved: That Massachusetts AFL/CIO urges its member locals to become actively involved in the effort.

(Respectfully submitted by, The Executive Officers of the Massachusetts AFL/CIO)

RESOLUTION NO. 18
Graduated Income Tax

Whereas: The Massachusetts AFL/CIO has a long history of fighting for economic justice for working families in the Commonwealth; and

Whereas: The Massachusetts AFL/CIO has long been in the forefront of the fight for tax fairness; and

Whereas: Poor families in Massachusetts pay twice as much of their income in state taxes as a Bay State millionaire, while the middle-income pay one-and-a half times as much; and

Whereas: The Massachusetts income tax is a flat tax, so that everyone pays at the same rate, regardless of whether they earn $20,000 or $2 million; and

Whereas: 35 of 42 states that tax income, along with the Federal Government, have a Graduated Income Tax; and

Whereas: A Graduated Income Tax in Massachusetts would provide tax relief to the vast majority of low-and-middle-income families; and

Whereas: The Tax Equity Alliance for Massachusetts (TEAM) has filled a ballot initiative that will change the State Constitution to require a Graduated Income Tax; and

Whereas: The Graduated Income Tax is opposed by many of the same forces that opposed Question 2 in 1988 and Question 3 in 1990;

Whereas: In order for the initiative to reach the ballot, over 70,000 signatures of registered voters across the Commonwealth must be collected between September 18 and November 20, 1991 (November 25 in Boston).

Therefore Be It Resolved: That the Massachusetts AFL/CIO hereby endorses TEAM's Graduate Income Tax Initiative; and

Therefore Be It Further Resolved: That the Massachusetts AFL/CIO urges it member to become actively involved in the effort.

(Respectfully submitted by, Executive Officer of the Massachusetts AFL/CIO)

RESOLUTION NO. 19
Support Of Jobs Creation And A Second Airport

Whereas: Massachusetts workers have faced the loss of 27,000 jobs during the past 2 years, and

Whereas: Nearly 30% of those jobs have been in the building and construction trades, and

Whereas: Unemployment in Massachusetts continues to exceed 9%, and

Whereas: Plant closings, base closings and traditional industrial jobs dislocation are undermining the economy of Massachusetts and the strength of the Labor Movement.

Therefore Be It Resolved: That the Massachusetts AFL/CIO recognize the need for a concerted effort to promote the creation of jobs with long term stability, and,

Be It Further Resolved: That every effort be made by the AFL/CIO to identify and support development opportunities that offer the potential for jobs that will provide a good quality of life for workers and their families such as the development of a second airport within the Commonwealth of Massachusetts.

(Submitted by Executive Officers)

RESOLUTION NO. 20
Support For Retirees

Whereas: Retirees, when organized and active, can be a powerful force in Labor's political operation, and

Whereas: The Massachusetts AFL/CIO Retiree Committee is currently involved in organizing chapters in state and organized districts, and

Whereas: The COPE Department will be in need of massive resources in the 1992 elections. Therefore Be It Resolved: The Massachusetts AFL/CIO encourages and supports the creation and operation of local union retiree clubs, and

Be It Further Resolved: Local union retiree clubs participate fully in COPE campaigns.

(Submitted by Executive Council and Kenneth J. Mangan, Coordinator COPE Retiree Program)

RESOLUTION NO. 21
Support For "Special Friends" Program

Whereas: The Massachusetts AFL/CIO has developed a proven program to elect pro-labor legislators to the General Court of Massachusetts, and

Whereas: By judiciously utilizing our resources in targeted races COPE has demonstrated that through "grass roots" activity we can be a powerful organization on the legislative district level, and

Whereas: The continued success of our "Special Friends" Program will allow us to develop a strong nucleus of pro-labor legislators and potential leaders in the General Court.

Therefore Be It Resolved: That the Central Labor Councils and affiliated local unions continue to fully participate in the COPE "Special Friends" Program.

Be It Further Resolved: That the success of Labor's grass roots organizing on behalf of Congressman John Olver's campaign and a number of pending special elections make the "Special Friends" a priority program for all affiliated unions.

(Submitted by Joseph C. Faherty, President, Martin V. Foley COPE Director and Richard Rogers, COPE Staff)

RESOLUTION NO. 22
Support For A. Phillip Randolph Institute

Whereas: The A. Phillip Randolph Institute's principle objectives are: to encourage black trade unionists to become politically active at the federal, state and local level; toencourage black trade unionists to become active within the labor movement; to encourage the development of a union presence in the black community, and

Whereas: The Boston Chapter of A. Phillip Randolph Institute is currently undergoing a major re-vitalization with the support of many affiliated locals in the Greater Boston area.

Therefore Be It Resolved: That the Massachusetts AFL/CIO Council pledges its support to the efforts of the A. Phillip Randolph Institute and its important objectives.

(Submitted by Massachusetts AFL/CIO Council)

RESOLUTION NO. 23
Support For The Homeless

Whereas: Shelter is an inalienable human right, and

Whereas: Thousands of human beings are denied their basic human dignity by being without housing in the United States of America, the most affluent society in the world.

Therefore Be It Resolved: That the Massachusetts AFL/ CIO continue its efforts to alleviate the suffering of the homeless and that we pledge our support of public policy and legislation which will provide housing for all Americans.

(Submitted by the Massachusetts AFL/CIO Executive Council)

RESOLUTION NO. 24
Support Amendment Of The Hatch Act

Whereas: The Federal Law known as the "Hatch Act" is being used to harass government employees and their representatives, and

Whereas: Federal employees are being denied their first amendment rights as individuals and union members, and

Whereas: There is legislation before the U.S. Congress that would amend the Hatch Act to allow U.S. Government workers the right to participate fully in the Democratic election process.

Therefore Be It Resolved: That the Massachusetts AFL/CIO and its 750 affiliates be on record as supporting the National AFL/CIO legislation currently before the Congress, and

Be It Further Resolved: That the Massachusetts AFL/CIO will forward this resolution with letters of support to the Massachusetts Congressional delegation and unions representing federal government employees.

(Submitted by Joseph Lydon, Executive Vice President, Public Employees)

RESOLUTION NO. 25
Daycare Family Leave

Whereas: Lack of affordable day care has reached a crisis level in Massachusetts and the nation as a whole, and

Whereas: Parental and family leave are continuing to rise in importance because of single parent and dual working parent households and

Whereas: Lack of day care and family leave create a hardship for single working mothers as well as encouraging a circle of poverty.

Therefore Be It Resolved: The Massachusetts AFL/CIO fully support federal and state legislation for family and medical leave, and

Be It Further Resolved: The Massachusetts AFL/CIO support adequate funding for Child Care Programs.

(Submitted by the Massachusetts AFL/CIO Women's Committee)

RESOLUTION NO. 26
Scholarship Program

Whereas: Funding for access to higher education has been severely cut by th Weld Administration, and

Whereas: the Massachusetts AFL/CIO is in the process of formulating plans for the 1992 Scholarship Program to be conducted in high schools statewide, and

Whereas: Our scholarship program reached over 3000 participants with over 100 students receiving $167,000 in 1991, and

Whereas: The Massachusetts AFL/CIO has the largest such labor sponsored program in the U.S. and we hope to assist even a greater number of young people this year

Therefore Be It Resolved: The affiliates of the Massachusetts not currently participating consider establishing a scholarship in conjunction with the Massachusetts AFL/CIO Council.

(Submitted by Robert J. Haynes, Secretary-Treasurer/Education Director and Jay Porter, Chair, Education Committee)

RESOLUTION NO. 27
Support For South African Workers Against Apartheid

Whereas: The system of Apartheid, the discrimination based on race, as practiced by the Government of South Africa is being recinded, and

Whereas: The assault on basic human rights and dignity as well as the rights of workers to join free, independent trade unions, and

Whereas: the Congress of South African Trade Unions has been at the forefront of the struggle to end Apartheid, and

Therefore Be It Resolved: The Massachusetts AFL/CIO and its Affiliation pledge its continued support to the free, independent trade union movement in South Africa as the principle force for permanent change in that country.

(Submitted by the Executive Council)

RESOLUTION NO. 28
Labor Representation On College Boards Of Trustees

Whereas: The education and the educational opportunities of the people of the Commonwealth have always been the utmost importance to the Massachusetts AFL/CIO, and

Whereas: The Executive Board of the Massachusetts AFL/CIO has fought for increased involvement in all aspects of education in the Commonwealth through their endorsement of representatives of labor and students on the Higher Education Coordinating Council, and

Whereas: The Board of Trustees of our state colleges and universities have such an important role in the running of these institutions.

Therefore Be It Resolved: That the Massachusetts AFL/CIO and its affiliated local unions will continue the campaign to have a representative of organized labor appointed to the Board of Trustees of each public school of higher education.

(Submitted by the Massachusetts AFL/CIO Executive Board)

RESOLUTION NO. 29
Support For Indoor Air Quality

Whereas: The work environment is paramount to the quality of work life, and

Whereas: Air Quality is a most important part of that environment, and

Whereas: Studies indicate that many adults in the USA spend about 90 percent of their time indoors and as much as 60 percent of that time is in their workplaces, and

Whereas: Even in new buildings, bad design and inadequate, poorly maintained ventilation systems can contribute to polluted indoor air that contains known toxic contaminants, bacteria, viruses and allergy-causing fungi, which have been linked to employee health problems, ranging from chronic respiratory ailments, headaches and fatigue to life-threatening illnesses, and

Whereas: Officials responsible for workplace health and safety must recognize that identification of pollutants, cleaning or replacement of poor ventilation systems, and building modifications to provide adequate fresh air are essential to assure all workers a safe job site.

Therefore Be It Resolved: That legislation sponsored by the Massachusetts AFL/CIO requiring indoor air quality testing and the establishment of standards should be enacted by the Great and General Court of the Commonwealth of Massachusetts.

Be It Further Resolved: That inasmuch as a number of substances are proven pollutants of the air we breathe, no single one shall be targeted by employers or state and local officials.

Be It Finally Resolved: That regardless of the outcome of legislative action, the indoor air quality should be tested to determine the effects of

indoor environments on health and productivity and to develop standards for clean indoor air. Ventilation systems should be evaluated by qualified, union-affiliated contractors to assure proper and effective performance.

(Submitted by James Farmer, President Boston Central Labor Council)

RESOLUTION NO. 30
Support For Human Resource Development Institute AFL-CIO

Whereas: Key Legislation enacted with vigorous labor support requires advance notice of plant closures and major layoffs, allowing time for planning needed services before workers jobs are wiped out, and authorizes a new worker adjustment program that focuses on rapid response assistance followed by adjustment and retraining services.

Whereas: The adjustment law amends the Job Training Partnership Act in ways that significantly increase organized labor's opportunities to translate its concerns for the unemployed into effective programs that help dislocated workers in our state move into new industries and occupations and prepare the unskilled and economically disadvantaged for productive employment.

Whereas: The AFL/CIO Human Resources Development Institute (HRDI) is helping labor organizations in our state take full advantage of these opportunities by offering -

Technical support, training, and information to facilitate full labor participation in implementing the new programs.

Regular educational sessions and specially developed information materials to help union members serving on JTPA councils in the state represent labor effectively in planning quality training programs that serve the real needs of jobless workers, with particular emphasis on responding to the needs of unemployed union members.

Special assistance to unions and labor bodies in up-grading workers' educational skills through a new computer-based learning system.

Whereas: HRDI is operating special labor-involved projects that link disabled workers with productive employment and demonstrating early intervention services to help recently disabled union members return to union jobs.

Whereas: The Institute has worked with organized labor in our state and throughout the country for over 20 years to assist minorities, offenders, young people, and veterans, as well as the dislocated, disabled, and disadvantaged workers currently being served.

Whereas: HRDI's services are helping our labor bodies extend sorely needed assistance to dislocated members of affiliated unions and demonstrating the AFL/CIO's special concern for our state's unemployed and disabled workers.

Now, Therefore, Be It Resolved: That the Constitutional Convention of the Massachusetts AFL/CIO commends the AFL/CIO Human Resources

Development Institute for its long service to the labor movement and the unemployed men and women of our state and endorses HRDI's continuing efforts to strengthen labor's role in the JTPA system and help affiliated disadvantaged, and disabled workers.

Be It Further Resolved: The Massachusetts AFL/CIO continues to seek grants to provide a Council operated employ-ment and training program as a service to our affiliates and working families, and

Be It Further Resolved: The Massachusetts AFL/CIO opposes the Weld Administration's attempt to discontinue the "Labor Shortage Initiative" health care training program contained in the Universal Health Care Law.

(Submitted by Giro Cardinal, V.P. Massachusetts AFL/CIO and John Laughlin, E&T Coordinator and Massachusetts AFL/CIO Executive Council)

RESOLUTION NO. 31
Resolution To The National AFL-CIO

Whereas: The Labor Movement must continue to speak one voice on the importance of energy issues affecting economic growth for the Unites States, and

Whereas: The development of energy with it's efficient utilization is an integral component of full employment policies, and

Whereas: There was the recent creation of a National Energy Plan which would require significant labor input in order to benefit the working people of our country, and

Whereas: A coordinated approach is needed by organized labor for addressing energy issues, and

Whereas: At one time there was a National Energy Policy Committee of the AFL/CIO; now

Therefore, be It Resolved: That the convention of the Massachusetts AFL/CIO call upon the National AFL/CIO at its 1991 convention to evaluate the need to re-establish its former National Energy Policy Committee.

(Submitted by the Massachusetts AFL/CIO Energy Committee)

RESOLUTION NO. 32
Support Privacy Act

Whereas: Employer restrictions on workers' legal, off-the-job conduct which has no effect on job performance violates employees' right to privacy, and

Whereas: Employer practices which impose restrictions on employees on the off-the-job activity and, therefore, invade employee privacy rights in such areas as lie detectors, electronic surveillance of employees, drug testing, use of tobacco products, aids testing, and use of alcohol, and

Whereas: Public employees have a constitutional right to privacy which they do not relinquish when they go to work for the government, and

Whereas: The AFL/CIO has urged its members to "vigorously resist harsh and unjustifiable employer programs" which "ride roughshod over the rights and dignity of workers", and

Whereas: In the past such practices have been used to exclude and discharge qualified workers from employment, and

Whereas: The Massachusetts Legislature has passed legislation that allows the state to dismiss police and fire officials for off duty activities including use of tobacco products.

Therefore Be It Resolved: That the Massachusetts AFL/ CIO opposes public and private employer instituted policies that discriminate against employees and potential employees based on off-the-job activities which have no effect on job performance, and

Be It Further Resolved: That the Massachusetts AFL/CIO calls on Congress and state legislatures to pass legislation which recognizes employees' right to privacy and prohibits employer practices that infringe on workers' privacy and dignity.

(Submitted by Massachusetts AFL/CIO Executive Officers)

RESOLUTION NO. 33
National Safety Council

Whereas: The Organized Labor Movement, and the International Brotherhood of Electrical Workers in particular, have from their earliest days, had as one of their primary objectives the desire to do all possible to see that all of our members were provided a safe and beautiful workplace, and

Whereas: The National Safety Council is recognized as an outstanding voice for safety and health in all areas, both on and off the job, and

Whereas: The Labor Division of the National Safety Council has, for nearly thirty years, given Labor a voice in its activities, having a full Division status within the Council and its Board of Directors, and

Whereas: The IBEW has been one of the leading International Unions in participation in this important body since the beginning days of the Labor Division, and

Whereas: The AFL/CIO Executive Council in 1985 again reaffirmed their support of this body saying in part, "The AFL/CIO commends the National Safety Council and its Labor Division for their efforts to promote occupational safety and health in the American workplace and supports the participation of labor unions in its programs beneficial to labor", and

Whereas: Affiliation for a local union, currently only $100.00 per year, not only gives that local union many valuable publications and services, but also an effective voice in this important area, and the opportunity to participate in two important conferences and training sessions each year.

Therefore Be It Resolved: That this Convention go on record as recommending to all local unions that they affiliate and participate in the affairs of the National Safety Council, and its Labor Division.

(Submitted by Brian Mulloney, Safety Director, IBEW Local 1505)

RESOLUTION NO. 34
Funding Massachusetts Unemployment Trust Fund

Whereas: The Massachusetts Unemployment Trust Fund is bankrupt and borrowing $5 million per day from the Federal Government, and

Whereas: Unemployment benefits provide an economic safety net for jobless families and maintain local economics by keeping money in the hands of working people to pay rent, mortgage, food and utility bills, and

Whereas: Massachusetts benefits, including a dependency allowance, are entirely appropriate for the cost of living in the Commonwealth, and

Whereas: Organized Labor recognizes the long term effects of the recession in the Northeast.

Therefore Be It Resolved: The Massachusetts AFL/CIO and its affiliated unions demand passage of H. 1691, a Bill to ensure the UI Trust Fund solvency by raising the taxable wage base from $7000 to $10,000 in 1991-92 and $13,000 in 1993-95 while protecting benefits, and

Be It Further Resolved: Organized Labor rejects any attempt to lower UI benefits, reduced the number of weeks a jobless worker can collect, reduce the dependency allowance or further obstruct eligibility for jobless workers, and

Be It Further Resolved: The working people of Massachusetts call on our elected State Representatives and Senators to vote in favor of H. 1691 and to override any veto of this vital legislation.

(Submitted by President Joseph Faherty, Secretary-Treasurer Robert Haynes and Executive Vice Presidents Joseph Lydon, James Farmer and John Phinney)

RESOLUTION NO. 35
Civil Rights

Whereas: Organized Labor has been a continuing and strong voice on Civil Rights, anti-discrimination laws and pay equity, and

Whereas: The National AFL/CIO has joined with the NAACAP and other civil rights advocates in support of HR. 1, the Civil Rights Act of 1991, and

Whereas: President Bush And the Republican Party are labeling this important legislation as a "quota bill" and attempting to pit black against white, women and men.

Therefore Be It Resolved: The Massachusetts AFL/CIO will work to ensure passage of HR. 1 to repair the damage done by the Reagan/Bush Supreme Court to Affirmative Action Programs.

(Submitted by the Executive Council)

RESOLUTION NO. 36
Support For Corporate Tax Reporting

Whereas: Elected officials and the public do not have access to how much major Corporation pay in state taxes, and

Whereas: More than 50,000 of the state's 105,000 corporations paid the minimum tax of $228 in 1986 (last year that information is available), and

Whereas: The Corporate minimum of $228 represents about one quarter of what the average working family paid in yearly income tax, and

Whereas: The state still faces fiscal problems and the issue of new tax revenue remains a major public policy decision.

Therefore Be It Resolved: The Massachusetts AFL/CIO fully supports TEAM Initiative Petition Campaign to require corporations to disclose the amount of state taxes they pay on the 1992 ballot.

(Submitted by Executive Officers)

RESOLUTION NO. 37
Support For Anti-Strikebreaker Legislation

Whereas: The use of "permanent replacement workers" to break unions engaged in lawful labor disputes has risen since Ronald Reagan fired the Air Traffic Controller in 1981, and

Whereas: The 1938 Supreme Court Macay Decisio has create a legal loophole that encourages employers to avoid the collective bargaining agreement and force workers onto picket lines and

Whereas: Employers, including those with workers in Massachusetts such as Eastern Airlines, Greyhound Bus Lines, Olsen Manufacturing, S.S. Pierce-Kraft, ADT Security Systems, have used this tactic to deny life long employers jobs and disrupt local economics, and

Whereas: The U.S. House of Representatives, acknowledging that our major international competitors like Canada, France and Germany do not allow the permanent replacement of strikers voted 242 to 187 on July 17 to pass the Workplace Fairness Bill, and

Whereas: The U.S. Senate is now considering S.55 to ban the use of strikerbreakers.

Therefore Be It Resolved: That the Massachusetts AFL/CIO stands firm in Labor's position that a scab is a scab and that the U.S. Senate should pass Senate 55 without delay, and

Be It Further Resolved: That if President Bush vetoes this vital Labor law reform that the U.S.House and Senate override the President, and

Be It Further Resolved: That the Massachusetts AFL/CIO filed anti-strikebreaker legislation for the Commonwealth to supplement the federal bill.

(Submitted by Executive Officers)

RESOLUTION NO. 38
Support For Cope Program

Whereas: The importance of electing our friends and defeating our enemies has escalated under the Weld/Cellucci Administration, and

Whereas: The need for a pro working family legislature is critical to beat back the Weld/Cellucci anti-worker agenda,

Whereas: We need a legislature that can override the anticipated Weld Veto's of pro worker Legislation.

Therefore Be It Resolved: That the affiliates muster all their political financial and moral might under the umbrella of Massachusetts AFL/CIO COPE in the 1992 elections for the General Court.

Be It Further Resolved: That all affiliates support our 1992 "Special Friends" program which will be the center-piece of COPE's effort to strengthen the pro worker forces in the Legislature.

(Submitted by Joseph C. Faherty, President, Martin V. Foley, COPE Director and Richard Rogers, Staff Representative)

RESOLUTION NO. 39
Support For Legislative Program

Whereas: The Massachusetts AFL/CIO Legislative Program is responsible for passing legislation to protect working people and in defeating anti-worker legislation, and

Whereas: The Weld/Cellucci legislative agenda has targeted working families and forced our legislative program to take a defensive posture while continuing to advance our pro worker agenda.

Therefore Be It Resolved: That the affiliated local unions redouble their support of the legislative program.

Be It Further Resolved: That when the legislative program calls for support on Beacon Hill and at meetings within central labor councils and legislative jurisdictions that all affiliates make a good faith effort to participate in such activities.

(Submitted by Joseph Faherty, President and Martin Foley, Legislative Director)

RESOLUTION NO. 40
OPPOSTION OF FREE TRADE BILL

Whereas: Over the past several years tens of thousands of union members of the United Auto Workers and other unions have lost their jobs to companies moving to Mexico expressly to avoid Fair Wages and proper working conditions for their workers.

Whereas: Good union jobs in the United States are replaced by sweatshops in Mexico with unsafe working conditions.

Whereas: Workers attempting to organize in Mexico to fight for Fair Wages and decent working conditions were attacked by police and company thugs, resulting in death for at least one worker;

Whereas: There is presently before the United States Congress the so called Free Trade Agreement which if passed would encourage the continuation of this deplorable situation.

Therefore Be It Resolved that the Massachusetts AFL-CIO and it's affiliated Unions support the United auto workers and other unions opposing the passage of the so called Free Trade Bill.

(Respectfully Submitted by John Laperle, UAW District 9A)

RESOLUTION NO. 41
BUY AMERICAN

Whereas: American jobs and American families' futures are threatened by cheaply manufactured imported products and;

Whereas: Workers in the garment, textile, auto, machine tools, and other mature industries have been forced onto unemployment or longterm layoffs and;

Whereas: Workers in new employment sectors such as high tech and service industries are now seeing their jobs and livelihood threatened by imports and off shore companies;

Whereas: Imports from several countries are produced by workers paid low wages, no benefits and often exploiting child labor and;

Whereas: Union made, American made products and services offer the consumer high quality, long lasting goods and;

Whereas: The U.S. and the Massachusetts economies can only benefit from Americans supporting American workers

Therefore Be It Resolved: That the Massachusetts AFL-CIO and its affiliated locals educate and encourage union families to Buy Union, Buy American.

(Submitted by Giro Cardinal, President & Thomas Scanlan, Secretary-Treasurer, Union Label Department.)

RESOLUTION NO. 42
SUPPORT FOR NATIONAL HEALTH CARE REFORM

Whereas: The issue of access to affordable health care and rising costs of health insurance are of national concern and;

Whereas: Organized Labor has been a strong and consistent voice for national health care reform and;

Whereas: The Business community, elected leaders and other groups are now involved in seeking solutions to the rising cost and cost-shifting and;

Whereas: The national AFL-CIO has developed a set of principles that should guide the debate and formation of health care reform legislation that includes:

Guaranteed: Health care for every American should be a right, guaranteed by federal law.

Accountable: Development and implementation of the national health care plan should be administered by an independent organization or agency, with opportunities for participation by labor, management, consumers and the health care community.

Affordable: Nobody, individuals or employers, should go without adequate health care because they can't afford it.

Comprehensive: The national health care plan should cover all aspects of health care, including short-term, long-term and chronic health conditions.

Equitable: Health care should be financed by contributions from employers and rechanneled state and federal funds. To the extent necessary, consider other sources, including tax-based financing. Employee contributions should be based on the ability to pay.

Universal: High quality health care should be available to all Americans, regardless of age, sex, race, previous health, employment, income, or full-time status.

Portable: All Americans, regardless of where they live or move, should enjoy the same benefits.

Efficient: A national health care program should:

- Contain rising costs
- Prohibit doctors, hospitals and other providers from charging patients more than what is negotiated under the program.
- Reduce paper-work and red-tape
- Provide consumers, purchasers and providers with full information on cost and quality of health care services.
- Coordinate expansion and updating of existing health care facilities and acquisition and proliferations.

Quality: Assure quality control of health care services with national standards set at federal level. Establish an equitable and cost-effective medical malpractice process. Commit resources for and coordination of medical research.

Made in the USA: Designed as a public-private partnership to take advantage of the U.S. unique health delivery system.

Therefore Be It Resolved: That the Massachusetts AFL-CIO and our affiliates go on record as fully supporting national health care reform based on Labor's ten principles and;

Be It Further Resolved: That the Massachusetts AFL-CIO contact the State's Congressional Delegation to request their support of these principles in any legislation that is passed on the federal level.

(Submitted by Joseph C. Faherty, President, Massachusetts AFL-CIO, Ronald Alman, Vice President and Director, ILGWU Northeast Region.)

RESOLUTION NO. 43
BUY UNION, BUY AMERICAN
For The Holidays

Whereas: The Massachusetts AFL-CIO and our affiliated local unions understand and support the Buy Union, Buy American theme and;

Whereas: Products and services supplied by American and Massachusetts workers are of the highest quality and craftsmanship and;

Whereas: The public attention and pride because of the Gulf War has risen around the United States of America and;

Whereas: Whereas the holiday season is approaching and this season sees an increase in consumer buying and;

Whereas: The Massachusetts economy would benefit from a campaign that targets union members and the general public;

Therefore Be It Resolved: That the Massachusetts AFL-CIO and its affiliates develop and support a Buy Union, Shop Union Campaign and educate our members and the public and;

Be It Further Resolved: That the Massachusetts AFL-CIO supply all affiliates with lists of union made products and union food and retail stores. That all affiliates make a special effort to get these lists to the rank and file for the Holidays.

(Submitted by Ron Alman, Mass. AFL-CIO V.P. and Director ILGWU Northeast Region.)

CONSTITUTIONAL CHANGES

CONSTITUTIONAL CHANGES NO. 1

Whereas: the defeat of the anti-worker legislation in addition to passage of pro-worker legislation has required further time and effort under the Weld administration;

Whereas: our C.O.P.E. Department has taken on an increased burden in leading efforts to defeat ballot questions, and electing pro-working family legislators to the General Court and the United States Congress;

Therefore be it resolved; that Article IX of the Constitution of the Massachusetts AFL/CIO be amended to create separate C.O.P.E. and Legislative Departments each with a Director;

Be it further resolved: that Article VII Section 9 be amended to create a vote on the C.O.P.E. Committee for the Legislative Director.

(Submitted by the Executive Officers of the Massachusetts AFL/CIO)

CONSTITUTIONAL CHANGES NO. 2
Economic Support To Strengthen The Massachusetts AFL/CIO Per Capita Increase

Whereas: The Massachusetts AFL/CIO has a proven record as a force for working people in the legislature and in the political arena, and

Whereas: The importance of a strong, united and financially sound council has never been greater in light of the Weld/Cellucci anti-worker agenda, and

Whereas: The per capita payments to the Massachusetts AFL/CIO Council have not been increased since 1987.

Therefore Be It Resolved: That the Constitution of the Massachusetts be amended and the per capita payment schedule be revised as follows:

ARTICLE VIII
Revenue

Section 1

Each local union shall pay a total of 40 cents per capita effective January 1, 1992. Effective January 1, 1993 the per capita will be set at 45 cents increasing to 50 cents effective January 1, 1994.

Of this amount 3 cents will be assigned to the COPE program effective January 1, 1992 increasing to 4 cents January 1, 1994.

Further, 1 cent of this amount will be assigned to the education account effective January 1, 1992 increasing to 2 cents January 1, 1994.

Further, 1 dollar ($1.00) for each delegate registered at the Annual Convention of this Council shall be earmarked for Union Label activities.

Per capita tax paid by affiliated local unions to their respective international unions shall be basis for payment of per capita tax to the Council. In the case of local unions directly affiliated with the AFL/CIO, they shall pay per capita tax for the same number of members on which they pay per capita tax to the AFL/CIO. The per capita payments shall not apply to inactive or superannuated members of affiliates.

In cases where the Executive Council has reason to believe that an affiliated local union is not paying its full per capita tax on its dues-paying membership, the Executive Council shall have the authority to notify the international union or the AFL/CIO of such local union and may call upon the local union to submit such records as the Executive Council deems necessary in this matter.

Section 2

Affiliated subordinate organizations as defined in subsections (6) (c) and (d) of Section 1 of Article III shall pay an annual fee of $50 effective January 1, 1992. This fee will be set at $100 per year effective January 1, 1993.

Section 3

The funds of this Council shall be used only for legitimate expenditures in furtherance of the objectives of this Council or of the AFL/CIO.

(Submitted by Massachusetts AFL/CIO Executive Officers and the Finance Committee)